

Affiliate
Reg to
1960

ADMINISTRATIVE FILE

Affiliate, Request to
X Independent Union -
Deck Scow Captains
(Local 335)
Bicknell, Robert
Wilhelm, Thomas M.

December 28, 1960

Mr. William Perry
Administrative Assistant
to the President
National Maritime Union
346 West 17th Street
New York 11, New York

Dear Brother Perry:

Attached I am sending you a copy of the letter received here today from Robert Bicknell of the "Deck Scow Captains Local 335 Independent" union as per our telephone conversation. Let me know if we can be of help in this situation.

I am wondering whether or not your Organization can send a letter of support to the International Guild of Flight Attendants Independent. This is a new organization which we are giving a lot of support to in their field. I can vouch for the fact that it is a clean and decent Union trying to improve their conditions among flight attendants on commercial airlines.

The attached letter might serve as a guide.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

Encl.
HJG:ee

IO-50 44 Dr.

L.I.C., I, NY

Mr. James E. Hoffa

Sir;

As a member of the executive board of the "Dock
Seam, Carrying Local 666 Independent" union, I have been
requested by a majority of the membership to ask for an
appointment with you.

It concerns an affiliation of our local with the
"International Brotherhood of Teamsters". We have just had
a meeting with the labor board as to whether or not we
have the contract with the Port Owners Association of N.Y.
It will be 30 days before we receive an answer from them
but it is very desirable for us.

The present secretary-treasurer of our local wants
to affiliate with the S.I.U. but most of the
membership does not want to. We have a working membership
of about 750 members. I can promise you 500 pledge cards
within 30 to 40 days for affiliation with the teamsters.
As soon as we get the labor board's decision, we are going
to ask for a new election and we want the teamsters to
believe.

If it is possible for you to give me an appoint-
ment, I will gladly go to Washington to see you. If not,
can you recommend someone in the N.Y. area to see. Please
answer as soon as possible as time is very important in
order to get the pledge cards signed and notify the labor
board. Our local is being "sold out" to the S.I.U. and we
do not like it. We are fighting to preserve our local and
do not wish any part of the S.I.U. That is why I am asking
the aid and affiliation of the "International Brotherhood
of Teamsters".

Sincerely Yours,

R. Bicknell
Robert Bicknell.)

H. Hicknell
10-50 44 Drive
L.I.C. 1, N.Y.

REGISTERED

4127

Mr. James R. Hoffa
International Brotherhood of Teamsters
25 Louisiana Ave. North West
Washington 1, D. C.



ADMINISTRATIVE FILE

Independent Union -
Deck Scow Captains
(Local 335)

June 15, 1960

Mr. John J. O'Rourke, Vice President
International Brotherhood of Teamsters
265 West 14th Street
New York, New York

Dear Sir and Brother:

As per our conversation, attached
is the letter from Thomas M. Wilhelm, Secretary-
Treasurer of Local 335, Deck Scow Captains, which
I promised to send you.

Fraternaly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
Enc.

DECK SCOW CAPTAINS
LOCAL 335
107 Washington Street
New York City, N. Y.

Room 601

Whitehall -4- 7953

June 13, 1960

International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Attention: Mr. James Hoffa, President

Dear Sir:

This labor organization representing the Deck Scow and
Barge Captains in the Port of New York is presently unaffiliated.

In accordance with resolution of our membership a com-
mittee has been elected to communicate with International
Unions for the purpose of securing an affiliation.

In order to afford our membership first hand knowledge
concerning the many aspects of an affiliation with an Inter-
national Union, it has been determined that at our next membership
meeting representatives of various International Unions be in-
vited to appear and address our membership.

Accordingly you or your designated representative are
hereby invited to attend our membership meeting on Sunday,
June 19, 1960 at 1:00 P.M. at our meeting hall, 107 Washington
Street, New York City, New York and address our membership and
explain the details of affiliation with your organization.
It is requested that for the purpose of distribution to the mem-
bers at the meeting you bring with you copies of your Constitu-
tion, together with any other documents relative to the rights
and obligations of Local Unions affiliated with your Organiza-
tion. If for any reason you or your representative is unable
to attend this meeting we would appreciate it if you would send
to us a written statement concerning the issue of affiliation
so that it can be read to the membership, together with copies
of your Constitution and other documents mentioned above for
distribution to the members at the meeting.

International Brotherhood of Teamsters

June 13, 1960

Identical invitations are being extended to International Longshoremen's Association AFL-CIO, National Maritime Union AFL-CIO, Seafarers International Union, AFL-CIO. Each of the invited Unions will be called in alphabetical order, and their representatives will be given equal time to distribute literature, if any, and to address our membership. At the conclusion of all addresses by the representatives of these International Unions our membership at that time will vote by secret ballot as to which of the four International Unions, if any, our Union should affiliate with.

We would appreciate it if you could advise us by Friday, June 17, 1960 as to the name of your representative who will appear and address our meeting. If for any reason you or your representative cannot attend we would appreciate your statement and material requested above so that the same can be read and distributed to our members at our June 19, 1960 meeting.

Very truly yours,

DECK SCOW CAPTAINS, LOCAL 335

By

Thomas M. Wilhelm
Thomas M. Wilhelm - Secretary-Treasurer
Chairman of Affiliation Committee

CERTIFIED MAIL-R.R.R.

6/14 - spoke to O'Kearney
He advises me these are
members of Joe Curran's Union
& suggests we stay away
from it. ~~SS~~



CENTRAL CONFERENCE OF TEAMSTERS

• CANADIAN DIVISION

Executive Board

J. R. HOFFA,
Chairman
Woodward 5-8750
DETROIT, MICHIGAN

JOHN T. O'BRIEN,
Vice-Chairman

M. J. GIBBONS,
Secretary-Treasurer
McHawk 4-0800
ST. LOUIS, MISSOURI

GENE SAN SOUCIE,
Recording Secretary

OWEN B. BRENNAN

GORDON R. CONELIN

CANADIAN OFFICES

I. M. DODOS,
International
Representative
111 Riverside Drive W.
WINDSOR, ONTARIO
Ph. Clearwater 4-2155
4-6073
and
2199 Bathurst St.
TORONTO, ONTARIO
Ph. RUssel 7-5684

NOVEMBER 15TH 1960

ADMINISTRATIVE FILE

*Original filed in
Chapter 88-1000
Glace Bay, Nova Scotia
Canada
Workers*

*Glace Bay, Nova Scotia
Canada*

Administrative File

*Officer Request to
At 2:00 - Railway
Carmichael*

X Snow, P.

DEAR JIM:

ENCLOSED IS A COPY OF A REPORT BY ORGANIZER WM. W. TILLER THAT I MENTIONED TO YOU DURING OUR RECENT TELEPHONE CONVERSATION THAT IS DETAILED ENOUGH TO GIVE YOU A FAIRLY CLEAR PICTURE OF THE SITUATION. HOWEVER, I WOULD LIKE TO REQUEST THE CONTINUANCE OF THE ORGANIZING OF THESE PEOPLE BE LEFT IN OUR HANDS AS WE ARE WELL KNOWN TO THEM AND I KNOW THAT YOU ARE ALSO FAMILIAR WITH THE OLD AXIOM, "THAT TOO MANY COOKS SPOIL THE BROTH". UNLESS I AM ADVISED OTHERWISE I WILL INSTRUCT ORGANIZER TILLER TO IMMEDIATELY PROCEED TO FILE AN APPLICATION FOR A CHARTER.

THESE PEOPLE WHO HAVE LEFT THE UNITED MINE WORKERS ARE ANXIOUS TO GET THEIR OWN CHARTER, NOT JUST FOR THE CHARTERS SAKE BUT THEY SINCERELY BELIEVE THAT IN THE SURROUNDING TERRITORY THEY CAN BUILD UP A SUBSTANTIALLY STRONG LOCAL. THEY APPEAR SINCERE AND ARE LOOKING FORWARD TO THE OPPORTUNITY OF PROVING THEMSELVES. THEY ARE WILLING TO SET THE DUES AT (\$4.00) PER MEMBER AND AS YOU HAVE NO DOUBT NOTED IN THE ENCLOSED REPORT THEY NOW HAVE (\$65.00.) IN THE BANK.

FRATERNALLY YOURS,

I. M. DODOS
I. M. DODOS,
CANADIAN DIRECTOR.

IMD/mw/ENCL. 1 - 1
C.C. TO: T. FLYNN

Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

NOVEMBER 14TH 1960

PERSONAL REPORT TO I. M. DODDS, CANADIAN DIRECTOR ...FROM W. W. TILLER, REP.
CENTRAL CONFERENCE OF TEAMSTERS.

ON YOUR INSTRUCTIONS I LEFT TORONTO ON NOVEMBER 9TH 1960 FOR SYDNEY, NOVA SCOTIA AND GLACE BAY, NOVA SCOTIA. ON MY ARRIVAL AT GLACE BAY I CONTACTED MR. P. SNOW OF 69 DOUGLAS STREET, SYDNEY, NOVA SCOTIA WHO HAD WRITTEN TO INTERNATIONAL PRESIDENT JAMES R. HOPPA CONCERNING TRANSFER OF MEMBERSHIP FROM BROTHERHOOD OF RAILWAY CARMEN OF AMERICA TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS. IT WAS NOT UNTIL THE NEXT DAY, NOVEMBER 10TH THAT I WAS ABLE TO MEET MR. SNOW AND AFTER A LENGTHY DISCUSSION WITH HIM I WAS ABLE TO FIND OUT THE FOLLOWING INFORMATION:

THE CARMEN'S UNION HAS (108) LOCALS ACROSS CANADA AND IS A FEDERAL CERTIFICATION. THEY HAVE A LOCAL IN SYDNEY, STELLARTON AND HALIFAX AND ALSO MONCTON. MR. SNOW ASSURED ME THAT THE MEMBERSHIP IN THE ABOVE LOCALS WERE VERY DISSATISFIED WITH THE CARMEN'S UNION, BUT HE COULD NOT SPEAK FOR ANY OF THE OTHER LOCALS. HE IS GOING TO MAKE A SURVEY ON HIS OWN AND WILL INFORM ME OF HIS FINDINGS. THIS HE SAID HE WOULD DO BY JANUARY 1961. I NEXT CONTACTED A ROBERT ADAMS OF GLACE BAY, NOVA SCOTIA AND HE SET-UP A MEETING OF THE OFFICERS OF THE INDEPENDENT ASSOCIATION OF INDUSTRIAL WORKERS. THIS GROUP ORIGINALLY BELONGED TO THE UNITED MINE WORKERS BUT OBTAINED DE-CERTIFICATION FROM THE UNITED MINE WORKERS WHICH WAS UPHELD BY THE SUPREME COURT OF CANADA. THEY APPLIED FOR CERTIFICATION UNDER AN INDEPENDENT GROUP, BUT NOT BEING AFFILIATED WITH ANY LABOUR GROUP OR UNION THEY LOST THEIR CASE BEFORE THE NOVA SCOTIA LABOUR BOARD. IN THIS GROUP IN GLACE BAY AREA ONLY THERE ARE APPROXIMATELY (350) AND THEY HAVE (\$6,500.00) IN THE BANK. THEY ARE VERY INTERESTED IN OBTAINING A CHARTER FROM THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND WILL NOTIFY ALL ITS MEMBERS OF A MEETING AS SOON AS WE NOTIFY THEM THAT WE WILL ISSUE A CHARTER. IN THE OUTLYING DISTRICTS THERE ARE ANOTHER 300 WHO I AM SURE CAN ALSO BE SIGNED UP IN THE TEAMSTERS UNION. THE DISTANCE IS NO PROBLEM AS THE FURTHEREST POINT FROM GLACE BAY IS APPROXIMATELY 25 MILES. THERE IS ALSO SEVERAL COMPANIES OR INDUSTRIES WHO COME UNDER OUR JURISDICTION AND ARE NOT ORGANIZED, I FEEL THAT A 600 MEMBER LOCAL WOULD BE IN OPERATION IN GLACE BAY IF WE WERE TO ISSUE A CHARTER IN LESS THAN A YEAR. I MIGHT ADD THAT THIS COULD BE A SELF-SUSTAINING LOCAL IMMEDIATELY AS THEY ARE WILLING TO PAY \$4.00 PER MONTH DUES PLUS THE BANK ACCOUNT THEY ALREADY HAVE ESTABLISHED.

ALL OF WHICH IS RESPECTFULLY SUBMITTED, I REMAIN,

FRATERNALLY YOURS,

ATL-CIO

Railway Bureau

September 26, 1960

Mr. I. M. Dodde, Co-ordinator
International Brotherhood of Teamsters
3199 Bethurst Street
Toronto 19, Ontario, Canada

Dear Sir and Brother:

Kindly forward to this office your comments
on the attached.

Fraternally yours,

Harold J. Gibbons
Executive Assistant to the
General President

HJG:ee

Enclosures

Mr. M. P. Snow,
69 Douglas Street,
Sydney Nova Scotia

Mr. James Hoffa;
Pres. International Seamstems;
Dear Brother;

I have
been asked by a number
of the members of my
union to write you
concerning the organizing
of allied industry in
Canada.

We are
members of the Carman's
union, only by their
constitution we have
no voice in our union
matters.

The rest
of our members & myself
think that this would

be an ideal wedge in
organizing unions on the
railroad. Those members
I might add are badly
disatisfied with their
unions.

We think that if
we could get a court
order to stop the
union from taking our
 dues or because we are
not allowed to hold
the most important
office.

It is no good if we
try to get a resolution
on this matter because
you will see by the
constitution that it can
not be changed.

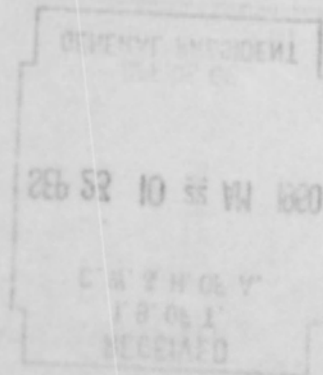
We would like all
the help you are
willing to give us on

this matter.

I am enclosing letters
that I wrote to the
government & to the Canadian
Indian Congress concerning
this matter. Also some
addresses & inquiries
on our membership.

Hoping for a speedy
& favorable reply

I remain
M. P. Dore





138 Confederation Building,
OTTAWA 4, January 13, 1959.

Mr. L. P. Snow,
69 Douglas Street,
SYDNEY, Nova Scotia.

Dear Mr. Snow:

I have your letter of January 11 in which you complain of discrimination in the Brotherhood of Railway Carmen of America which has the effect of permitting only carmen to hold the office of Local Chairman.

In reply, I can only say that this type of discrimination is not one that is covered either by the Canada Fair Employment Practices Act or in the unfair labour practices provisions of our Industrial Relations and Disputes Investigation Act. The matter of which you complain concerns the internal affairs of the trade union and, as you know, these internal affairs are regulated by the members of the Brotherhood themselves.

I can only suggest that if you desire to have a revision made in the internal regulations of the trade union, this is possible only through the membership at large seeing your point of view and revising the constitution.

I regret that I cannot be of any assistance to you in this matter and I am returning to you the letter which Mr. Cushing on April 11, 1958, sent you in the same regard.

Yours very truly,

(Bernard Wilson)
Director,
Industrial Relations Branch.

Support
the WINTER
WORK CAMPAIGN

Encl.



TELEPHONE:
Central 2-4283

Canadian Labour Congress Congrès du Travail du Canada

100 ARGYLE AVENUE, OTTAWA 4, ONTARIO

April 11th, 1958.

Mr. M. P. Snow, Secretary,
Sydney Lodge No. 324, Brotherhood Railway
Carmen of America,
69 Douglas Street,
Sydney, Nova Scotia.

Dear Sir and Brothers:

This will acknowledge your letter of April 6th in which you refer to a difficulty within the Constitution of the Brotherhood.

You mentioned Section 70 on Page 64 as being unfair to coach cleaners in that it stops coach cleaners and helpers from having any voice or vote at any Convention, or the passing of resolutions concerning your work and schedule are passed.

I fail to see anything in Section 70 on Page 64 that bears out your contention. Section 70 deals with the election of a Local Protective Board, and the only stipulation that I can see is that the Chairman must be a journymen and shown on the mechanics' seniority roster. The Vice-Chairman and Secretary of the Committee apparently need no qualification, and there is also no membership time qualification for any of the three members of the Local Protective Board.

I have read through other sections of the Constitution dealing with the election of officers, which is Section 20, appearing on Page 50, and there the only qualification that I can see is that a member must be in continuous good standing for one year prior to election. Again under Section 24, dealing with delegates to your Grand Lodge Conventions, it would appear that the Chairman of the Local Protective Board has priority as being the delegate from a Lodge, but then the first and second alternate are named by the Lodge is that they must have attended a majority of the regular meetings in the 12 months prior to the month in which the alternates are elected.

There is nothing that I can find in the Constitution on the matter of sending delegates to Conventions of the Canadian Labour Congress, and this is understandable since this is a matter to be dealt with entirely by the local lodge. Your lodge should have received a Convention Call last December for the Second Constitutional Convention of Congress which will open in Winnipeg on April 21st. By the mere fact of receiving a Convention Call and one set of credentials indicates that your lodge is entitled to have at least one delegate there, and if your membership is sufficiently large enough you would be entitled to more than one delegate.

This is the way that we are affording

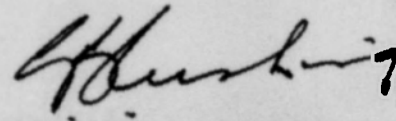
Mr. M. P. Snow

April 11th, 1958.

- 2 -

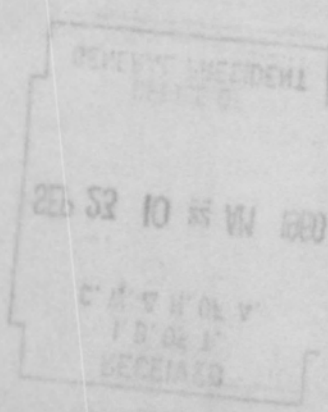
I hope this answers your letter which does not agree with your thoughts, but it is possible that I have missed something in your Constitution which does create this problem.

Faternally yours,



GORDON G. CUSHING,
Executive Vice-President,
CANADIAN LABOUR CONGRESS.

GGC:LM



¹⁸⁵⁹
Railway Carriers
B.R.C. of A.S. (A.S. - C.S.O./C.L.C.)
Locals in Canada 108
Membership ... 22, 944
Pres. ... A. J. Bernhardt
4929 Main St., Kansas City 12, Missouri.
Sec. - Treasurer ... J. L. Howison
4929 Main St., Kansas City 12, Missouri.
Vice-Pres. ... K. Melanson,
7740 des Érables St., Montreal 35, Que.
F. A. Armstrong,
250, Dunkirk Dr., St. Vitel, Man.
Gen. Executive Board
Sec. ... Fred Tomkinson,
1879 Barclay St., Vancouver 5 B.C.
A. S. Parker,
313 - 1st. St. E., Revelstoke, B.C.

Joint Protective Boards (C.N.R.)
General Chairman: J. Paul Raymond..
634 Egan Ave., Verdun, Montreal 19, Que.
Secretary: George Hardle,
14 Holgate St., Barrie, Ont.

President: J. D. ...
4929 Main St., Kansas City, Mo.

Sec. - Treasurer: ...
4929 Main St., Kansas City, Mo.

Gen. Sec. ...
7740 Lee Blvd., Montreal 35, Que.
J. W. ...
250 Bank St., St. Catharines, Ont.

Gen. Sec. ...
1879 Broadway, Toronto 2, Ont.
J. W. ...
313 - 1st St. E., Kitchener, Ont.

I agree to support and abide by the rules and regulations contained in the Constitution of the B. E. C. of A. I also agree to support and abide by the By-Laws of this Subordinate Lodge.

Signature of Member

Admitted

Lodge

No.

Signature of Installing Officer

ORDER OF BUSINESS

1. Call to order.
2. Pledge Allegiance to the National Flag.
3. Appointment Warden, Sentinel, Chaplain and Sergeant-at-Arms.
4. Singing opening ode and invocation by chaplain.
5. Report of Credentials Committee.
6. Reading minutes of previous session, which will be dispensed with unless called for.
7. Appointment of committee.
8. Disposal of records of previous meetings.
9. Communications.
10. Reports of Grand Lodge Officers.
11. Reports of Committees.
12. Unfinished business.
13. New business.
14. Nomination and election of officers.
15. Good and welfare of Brotherhood.
16. Selecting place for next convention.
17. Exemplification of secret work.
18. Installation of officers.
19. Closing.

CONSTITUTION
of the
Brotherhood Railway Carmen
of America

Adopted at Joint Convention, Topeka,
Kansas, September, 1890

Revised at
PUEBLO, COLO., August, 1891.
ST. LOUIS, MO., June, 1892.
CHICAGO, ILL., June, 1894.
DALLAS, TEXAS, October, 1896.
ST. LOUIS, MO., September, 1899.
KANSAS CITY, MO., September, 1901.
ST. LOUIS, MO., September, 1903.
BUFFALO, N. Y., September, 1905.
CHICAGO, ILL., September, 1907.
ATLANTA, GA., September, 1909.
MILWAUKEE, WIS., September, 1913.
FORT WORTH, TEXAS, September, 1917.
TORONTO, ONT., CANADA, August, 1921.
KANSAS CITY, MO., September, 1923.
KANSAS CITY, MO., September, 1929.
MONTREAL, CANADA, August, 1933.
KANSAS CITY, MO., September, 1941.
CHICAGO, ILL., September, 1946.
KANSAS CITY, MO., September, 1950.
LONG BEACH, CALIF., September, 1954.
KANSAS CITY, MO., September, 1958.

Consolidation of the Brotherhood of Railway
Car Repairers, instituted at Cedar Rapids,
Ia., October 27, 1888, Carmen's Mutual Aid
Association, instituted at Minneapolis, Minn.,
November 23, 1888, Car Inspectors, Re-
pairers and Oilers' Protective Association,
instituted at Indianapolis, Ind., 1890, and
Brotherhood Railway Carmen of Canada,
instituted at Toronto, Canada, January, 1890.

PREAMBLE

We, the Brotherhood Railway Carmen, do declare the intent and purpose of this Brotherhood is to advance the moral, material and industrial well-being of its members.

First—To bring within the fold of our Brotherhood every carman eligible to join our ranks, as hereinafter provided for in the Constitution.

Second—To secure for our members a just remuneration in exchange for their labor.

Third—To shorten the hours of labor as economic developments and progress will warrant. Six (6) hours per day is the work day desired, and five (5) days per week, thirty (30) days annual vacation, in order that our members may have more opportunities for intellectual development, social enjoyment and industrial education.

Fourth—To combat, wherever it exists, piece work, the bonus system and all other degrading systems of labor and endeavor to establish, through joint conference of employer and employee, such rates and working conditions as befit the ideal of honorable labor.

Fifth—To federate with all other railway labor organizations for the common good and protection of all.

Sixth—To co-operate with all trade, labor and farmer organizations to secure the passage of such laws as are beneficial to the working class.

Seventh—To encourage and stimulate our members to take a lively interest in the civil affairs of their country in order that they can, as a class, vote intelligently and effectively for the interests of the working class.

Eighth—To encourage the establishment of sick, accident, death benefits and old age pensions for all members of this Organization.

CONSTITUTION 5
CONSTITUTION OF GRAND LODGE

Name
SECTION 1. This organization shall be
2 known as the Grand Lodge, Brotherhood
3 Railway Carmen of America, and shall hold
4 and exercise all powers and privileges guar-
5 anteed by this constitution. Headquarters
6 shall be located at Kansas City, Missouri,
7 and its conventions shall be held in said
8 city (unless otherwise determined by dele-
9 gates in convention assembled). In the event
10 that suitable arrangements cannot be made
11 for the holding of the convention in Kansas
12 City, Missouri, or the city determined by
13 the delegates in convention assembled, the
14 General President, General Secretary-
15 Treasurer, and the General Executive
16 Board shall have the authority to change
17 the place of the convention.

Officers

SEC. 2. The Grand Lodge shall consist
2 of a Past General President, General Pres-
3 ident, one Assistant General President and
4 twelve General Vice-Presidents, a Gen-
5 eral Secretary-Treasurer, Assistant General
6 Secretary-Treasurer, Editor and Manager
7 of the Journal, a General Executive Board
8 of seven, a law committee of three, and
9 one delegate from each subordinate lodge.
10 General President, Assistant General Pres-
11 ident, General Secretary-Treasurer, Editor
12 and Manager of Journal, and any other
13 officer who may be assigned to duty in
14 the Grand Lodge Office shall maintain
15 their residences where Grand Lodge Head-
16 quarters are located.

SEC. 3. The following officers of the
2 Grand Lodge shall be elected at the con-
3 vention: General President, one Assistant
4 General President and twelve General Vice-

5 Presidents, General Secretary-Treasurer,
6 Assistant General Secretary-Treasurer,
7 Editor and Manager of Journal and Gen-
8 eral Executive Board of seven members,
9 who shall assume the duties of their several
10 offices on the first day of January fol-
11 lowing their election. They shall receive
12 for their services such compensation as the
13 convention may determine.

14 No person or member who is not em-
15 ployed in any of the trades specified in
16 Section 6, Subordinate Lodge Constitution,
17 or who is not employed by our members
18 working for railroads, car shops or joint
19 bureaus, or who is not a journeyman me-
20 chanic with not less than five years con-
21 tinuous good standing, shall be eligible to
22 hold any office, either by appointment or
23 election, in the Grand Lodge.

24 Any officer attaining the age of 65 shall
25 retire, except the General President, who
26 may, after the approval of the General
27 Executive Board or Grand Lodge Conven-
28 tion, remain in office until reaching 70
29 years of age.

30 Any member in good standing shall be
31 admitted to the Grand Lodge without voice
32 and without vote.

33 Sec. 4. The following members of the
34 Grand Lodge shall be appointed by the Gen-
35 eral President: A Law Committee of three
36 members from among the delegates after
37 their election, and convene same as pro-
38 vided for in Section 14.

39 Sec. 5. The General President shall ap-
40 point at opening session of regular or
41 special convention the following officers:
42 Guide, Warden, Sentinel, Sergeant-at-Arms
43 and Chaplain, who shall serve during the
44 session of the convention at which they
45 were appointed; the Warden and Sentinel
46 to be appointed from the members of the

CONSTITUTION

7

9 local lodges of the city wherein the con-
10 vention is held.

Delegates to the American Federation of Labor-
Congress of Industrial Organizations
and Canadian Labour Congress

Sec. 6. The General President and As-
2 sistant General President, by virtue of their
3 offices shall be two of the delegates to the
4 annual convention of the American Federa-
5 tion of Labor. The balance of such number
6 of delegates that this Brotherhood is en-
7 titled to by the Constitution of the Amer-
8 ican Federation of Labor shall be elected at
9 the regular Conventions of this Brother-
10 hood when held and shall serve in said
11 capacities each succeeding year and until
12 the Brotherhood holds another Convention.
13 For each delegate elected, there shall be
14 two alternates elected to fill possible va-
15 cancies, as delegates, they to rank accord-
16 ing to the order of their election. Should
17 any of the delegates be unable to attend any
18 of the American Federation of Labor Con-
19 ventions, or should our Brotherhood be en-
20 titled to more delegates in the future than
21 at present, the alternates shall be eligible
22 to fill such positions according to the order
23 of their election. In case our membership
24 should diminish so we would be entitled to
25 a less number of delegates than at present,
26 the senior delegates according to the order
27 of their election shall serve. In the event
28 of any cause whatever the number of avail-
29 able delegates or alternates should be in-
30 sufficient, the General President may fill
31 the vacancies by appointment, subject to
32 the approval of the General Executive
33 Board.

Initiative and Referendum

Sec. 7. This Brotherhood shall meet in
1 general assembly every fourth year unless

3 otherwise decided by popular vote of the
4 membership, and the Grand Lodge shall be
5 governed by the constitution as it exists at
6 the time. The members of the Brother-
7 hood at the first regular meeting in the
8 month of January preceding the intended
9 convention shall vote on the following prop-
10 osition: "Shall the Grand Lodge convene
11 this year?" Whenever the popular vote shall
12 be against the holding of the regular con-
13 vention, the convention shall be postponed
14 accordingly and the vote shall be taken
15 again in January of the year following,
16 provided that no special convention shall
17 have been called in the meantime, all Grand
18 Lodge officers to be continued in office un-
19 til the holding of the next convention, un-
20 less they reach the age limit established for
21 retirement by the organization prior to the
22 holding of the next convention.

23 On motion of ten local lodges in good
24 standing, no two lodges to be in the same
25 state or province, the place for holding the
26 convention can be changed by general vote
27 of the members. A two-thirds vote of all
28 members voting shall decide. A special ses-
29 sion of the Grand Lodge can be called in the
30 same manner.

Provisions for Amending the Constitution

2 Any local lodge which shall pre-
3 pare a proposed draft of the changes in
4 duplicate shall deposit one copy with the
5 Trustees and forward one copy to the Gen-
6 eral Secretary-Treasurer. If the proposed
7 change is indorsed by five local lodges, no
8 two in the same state, territory or prov-
9 ince, the General Secretary-Treasurer shall
10 publish it in the next issue of the Journal
11 and shall, at the expense of the five local
12 lodges, submit it to a general vote of the
13 membership. If two-thirds of the members

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13 voting favor the change it shall become a
14 law, but such submission shall be made
15 only on the first day of January and the
16 first day of June of each year. Each local
17 lodge shall be allowed sixty days from the
18 date of issue of the call for a referendum
19 vote in which to make its return thereto.
20 In the event of the proposed changes be-
21 coming a law the cost of taking such vote
22 shall then be paid by the Grand Lodge.
23 This Constitution and the local rules
24 contained therein can be amended or al-
25 tered at regular session of the Grand
26 Lodge by a two-thirds vote of the dele-
27 gates present. But all such amendments
28 shall be presented in writing in triplicate
29 on separate sheets to the General Secretary-
30 Treasurer at least sixty days before the as-
31 sembling of the Grand Lodge, bearing the
32 seal and signature of the proper officials of
33 the local lodge presenting them and pub-
34 lished in the official Journal the month pre-
35 ceding the assembling of the Grand Lodge.
36 All amendments adopted by the conven-
37 tion shall be submitted by the General
38 Secretary-Treasurer to the local lodges for
39 approval or rejection within thirty days
40 after the convention adjourns. The vote
41 upon the same to be returnable to the
42 General Secretary-Treasurer within sixty
43 days after said convention. A two-thirds
44 vote of the members voting shall be neces-
45 sary for the adoption of such amendments.

Duties of Officers

Sec. 9. *General President.* It shall be
2 the duty of the General President to pre-
3 side over the meetings of the Grand Lodge,
4 to perform its executive duties with power
5 to settle all differences and grievances.
6 When called on by joint protective boards
7 he will at once proceed to the scene of action

8 (or deputize an officer of the Grand Lodge
9 to represent him) and act in conjunction
10 with the joint protective board to secure
11 a settlement. If, then, no settlement is
12 made, he shall, in conjunction with the
13 joint protective board, have power to or-
14 der a suspension of work, provided such
15 action is agreed upon by two-thirds vote
16 of the members employed on the system,
17 or road involved. He shall sign all char-
18 ters and documents that require to be
19 properly authenticated, and perform such
20 other duties as are required of him by the
21 Grand Lodge. He shall cause to be or-
22 ganized all lodges of the Brotherhood, and
23 instruct all lodges. At each meeting of
24 the Grand Lodge he shall submit a written
25 report showing mileage traveled and lodges
26 organized during his term. He is author-
27 ized to collect charter fees from new lodges,
28 which he shall pay over to the General Sec-
29 retary-Treasurer; the same to constitute
30 a part of the general fund of the Grand
31 Lodge. He shall have the power to issue
32 special dispensations to lodges, authoriz-
33 ing them to obligate scattered carmen
34 without them attending lodge meetings
35 after their applications have been regu-
36 larly acted upon. He shall have power to
37 convene the General Executive Board, and
38 have direct supervision of all lodges, with
39 power to suspend any subordinate lodge, or
40 individual member thereof for cause, or
41 when in his judgment it is for the best
42 interest, subject to appeal to the General
43 Executive Board or Grand Lodge, or both
44 when taken in the order named, and fill
45 vacancies in the Grand Lodge, subject to
46 the approval of the General Executive
47 Board. He shall appoint a majority of
48 all committees not otherwise provided for.
49 He may issue such dispensations as may
50 be necessary to facilitate the business of

51 the Brotherhood not inconsistent with the
52 Constitution. He shall have power to ap-
53 point deputies and Grand Lodge representa-
54 tives for a period not to exceed the term of
55 the elected Grand Lodge Officers, whose ap-
56 pointment he also has the power to revoke
57 on sufficient cause (the number of deputies
58 and Grand Lodge Officers appointed to be
59 subject to the approval of the General Ex-
60 ecutive Board). He shall approve all bills of
61 the Grand Lodge, and countersign all checks
62 issued by the General Secretary-Treasurer.
63 He has power to convene subordinate lodges
64 and all union meetings at such time and
65 place as will, in his judgment, promote the
66 welfare of the Brotherhood. He shall have
67 power to levy an assessment not to exceed
68 one dollar per month on each and every
69 member of the Brotherhood for the purpose
70 of maintaining a protective fund as pro-
71 vided for in the laws of the protective de-
72 partment. He shall also submit a message
73 in writing at each convention, stating what
74 legislation, in his opinion, is necessary to
75 promote the welfare of the Brotherhood.
76 He shall have power to act in conjunction
77 with officials of other railroad brother-
78 hoods to select a representative to look
79 after legislative matters which concern and
80 affect railroad employes. Whenever na-
81 tional and state legislative bodies are in
82 session, such representatives shall be en-
83 titled to a reasonable compensation, which
84 shall be paid out of the general fund. All
85 employes of the Grand Lodge officers shall
86 be made subject to his approval. He shall,
87 within thirty (30) days after his election,
88 execute a bond for the faithful performance
89 of his duties, payable and subject to the ap-
90 proval of the General Executive Board.

Sec. 10. *Clause (a).* It shall be the duty
2 of the Assistant General President to fill

3 the General President's station in case of
4 death or resignation, and he shall occupy
5 the station until the following election of
6 officers, when a General President shall be
7 duly elected. He shall, within thirty (30)
8 days after his election, execute a bond for
9 the faithful performance of his duties;
10 payable and subject to the approval of the
11 General Executive Board. The premium
12 covering same shall be paid by the Grand
13 Lodge. He shall appoint a minority of all
14 committees not otherwise provided for, and
15 attend each meeting of the Grand Lodge.
16 He shall devote his time to the interests
17 of the Brotherhood, under the instructions
18 of the General President.

19 Clause (b). All General Vice-Presidents
20 shall devote their time to the business of
21 the Brotherhood, under the instructions of
22 the General President. They shall attend
23 all meetings of the Grand Lodge. They
24 shall, within thirty (30) days after their
25 election, execute a bond for the faithful
26 performance of their duties, payable and
27 subject to the approval of the General Ex-
28 ecutive Board. The premium covering same
29 shall be paid by the Grand Lodge. No
30 General Vice-President, while in the service
31 of the Brotherhood, shall hold any other
32 position of profit, or pursue any other
33 business or vocation. They shall keep the
34 General President advised as to their
35 whereabouts, so that he, at any time, wish-
36 ing to communicate with them, may do so
37 by wire or otherwise. They shall report in
38 the monthly Journal of the Brotherhood, a
39 statement of business transacted on behalf
40 of this organization.

41 All General Vice-Presidents and regu-

42 larly commissioned Deputies of this Broth-
43 erhood shall examine the books of any
44 subordinate lodge, upon presenting instruc-
45 tions to do so from General Secretary-
46 Treasurer, but such instructions shall bear
47 the seal of the Grand Lodge. They shall
48 make a report each week to the General
49 President on a regular form provided for
50 that purpose, and shall be subject to his
51 orders at all times when on duty. They
52 shall report to the convention, as other
53 Grand Lodge officers do.

54 All Grand Lodge Officers and Deputies
55 employed by the Brotherhood are given the
56 privilege of visiting their homes four times
57 per year if they so desire, with traveling
58 expenses allowed, each officer or deputy to
59 be placed in his home jurisdiction as much
60 as practicable so that he can visit his home
61 with as little expense as possible; such
62 vacation must be arranged and agreed upon
63 by the General President, each vacation not
64 to exceed seven days, salaries to be allowed
65 during vacation.

Sec. 11. *General Secretary-Treasurer.*

2 It shall be the duty of General Secretary-
3 Treasurer to keep a true and correct record
4 of the proceedings of the Grand Lodge.
5 He shall read all communications submit-
6 ted to that body and file and safely keep
7 all papers and documents received by him.
8 He shall prepare, sign and seal all char-
9 ters and dispensations emanating from the
10 Grand Lodge. It shall be his duty to keep
11 an accurate account of all moneys received
12 and paid out by him, and make report of
13 same, giving the membership in good stand-
14 ing to all lodges semi-annually; to conduct
15 all correspondence of the Grand Lodge
16 pertaining to his office; to attend with all

17 necessary books and papers the meetings of
18 the Grand Lodge; to take charge of all
19 funds and properties of the Grand Lodge
20 and to keep a just and accurate account
21 between the Grand Lodge and subordinate
22 lodges. He shall, within thirty days after
23 his election, execute a bond in some reli-
24 able surety company for the faithful per-
25 formance of his duties, payable to and
26 subject to the approval of the General
27 Executive Board. The premium covering
28 same shall be paid by the Grand Lodge.
29 At each meeting of the Grand Lodge he
30 shall submit a written report of his re-
31 cepts and expenditures during his term
32 of office; also a report of the lodges or-
33 ganized and disbanded; also receive and
34 hold the charters and property of all
35 lapsed lodges for twelve months, after
36 which they shall be destroyed. He shall
37 have power to appoint such assistants as
38 may be necessary to properly discharge
39 the duties of his office, such appointment
40 not to exceed the term of the elected
41 Grand Lodge Officers. The number of
42 assistants to be approved by the General
43 Executive Board. He shall make all ar-
44 rangements for the convention of the
45 Grand Lodge. As soon as possible after
46 the close of the convention he shall have
47 printed in convenient form the full and
48 complete proceedings of the convention,
49 and supply one copy to each lodge. He
50 shall have power to annul the charter of
51 any lodge for non payment of dues and
52 assessments, subject to the approval of the
53 General President. But in no case shall
54 this be done until each member as shown
55 by Grand Lodge records, has been notified

56 by letter. When a lodge fails to pay its
57 dues or assessments within the required
58 time, he shall forthwith notify the secre-
59 tary and president of such lodge that the
60 Treasurer has not made his returns as
61 required by law. He shall have authority to
62 drop members for non-payment of dues
63 (per capita tax) in cases where a lodge
64 fails or refuses to report delinquents as
65 dropped. This action to be taken only after
66 the lodge has been notified of the de-
67 linquencies.

68 *Clause (a).* It shall be the duty of the
69 Assistant General Secretary-Treasurer to
70 fill the General Secretary-Treasurer's sta-
71 tion in case of death or resignation, and
72 he shall occupy the station until the follow-
73 ing election of officers, when a General
74 Secretary-Treasurer shall be duly elected.

75 He shall, within thirty (30) days after his
76 election, execute a bond for the faithful
77 performance of his duties; payable and
78 subject to the approval of the General
79 Executive Board. The premium covering
80 same shall be paid by the Grand Lodge.

81 He shall devote his time to the interests
82 of the Brotherhood, under the instructions
83 of the General Secretary-Treasurer.

Duties of General Executive Board

84 **Sec. 12.** The General Executive Board
85 shall examine and approve the accounts,
86 bills and all books of the Grand Lodge
87 officers every six months, or at any sub-
88 sequent time they may deem advisable.

89 They shall have all accounts, books, bills,
90 etc., audited by a competent certified or
91 chartered accountant every six (6) months.

92 They shall arrange with some reliable
93 Surety Company for bond each year to
94 protect the Financial Secretaries and

12 Treasurers from loss of lodge funds while
13 same is in their possession, by theft, bur-
14 glary, or holdup, and all Subordinate
15 Lodges and Joint Protective Boards from
16 financial loss through the default of any
17 of the officers of each lodge or Joint Pro-
18 tective Board, the amount of protection
19 afforded each lodge under such bond to
20 be not less than \$200.00 on the Treasurer,
21 and not less than \$200.00 on the Finan-
22 cial Secretary, and not less than \$1,000.00
23 on the Secretary-Treasurer of the Joint
24 Protective Board, and shall assess the cost
25 of such bond in an equitable manner to
26 such Subordinate Lodge and Joint Protec-
27 tive Board and the amount so assessed to
28 any Subordinate Lodge or Joint Protective
29 Board shall be a valid and legal claim
30 against such lodge, payable on demand, and
31 the collection of such claim may be enforced
32 in the same manner as any other claim
33 against such lodge. They shall promptly in-
34 vestigate all charges against Grand Lodge
35 officers. They shall have power to sam-
36 ple witnesses and upon proper and suf-
37 ficient evidence remove any Grand Lodge
38 officer. Their consent shall be necessary
39 to any appointment made by the General
40 President to fill vacancies in the Grand
41 Lodge, and they shall, in the case of sick-
42 ness, death or removal from office of the
43 Assistant General President, have power
44 to select a successor from among the
45 General Vice Presidents and appoint an-
46 other General Vice-President from the
47 membership. The chairman shall receive
48 all charges and convene the board and try
49 such charges as laid down in the Constitu-
50 tion. They shall transmit to each conven-
51 tion a full report of charges tried, together
52 with the verdicts rendered, and all other
53 business transacted during their term of
54 office. They shall, in conjunction with

55 the General President and General Secre-
56 tary-Treasurer, have supervision over all
57 funds of the Brotherhood. They shall desig-
58 nate the banks in which the funds of the
59 Brotherhood shall be deposited. They shall
60 authorize and approve of all investments
61 made with the funds of the Brotherhood,
62 and are authorized, when the needs of the
63 organization require it, to dispose of any
64 of the securities held by the Grand Lodge
65 whenever such necessity occurs. They are
66 also empowered to fill all offices not oth-
67 erwise provided for, but shall not create
68 any salaried offices, and shall not be em-
69 ployed as regular deputies. They shall
70 require all help, such as clerks, stenog-
71 raphers, etc., employed in and around the
72 general offices, at conventions, or on other
73 business of this Brotherhood to have paid-
74 up cards in their respective organizations.
75 They shall submit a message to each con-
76 vention stating what legislation, in their
77 opinion, is necessary to promote the wel-
78 fare of the Brotherhood. They shall imme-
79 diately after their installation, meet and
80 elect a chairman, vice-chairman and secre-
81 tary. While on duty members of the General
82 Executive Board shall receive such compen-
83 sation as designated for Vice-Presidents.

Duties of Editor and Manager

Sec. 12. It shall be the duty of the
2 Editor and Manager to have full charge of
3 the editorial and business management of
4 the Railway Carman's Journal and Trade
5 Educational Bureau, subject to the super-
6 vision of the General President and General
7 Executive Board. The Editor and Man-
8 ager, in conjunction with the General Pres-
9 ident and General Executive Board, shall
10 make all contracts necessary for the pub-

11 lishing and the business management of the
12 Journal. He shall certify to the correctness
13 of all accounts before they can be paid by
14 the General Secretary-Treasurer. He shall
15 employ such assistants as are necessary to
16 properly manage the business of his office,
17 and in so doing shall give preference, so far
18 as practicable, to members of the Brother-
19 hood, all of which shall be subject to the
20 approval of the General President. He shall
21 conduct the official publication in har-
22 mony with the general policies of the
23 Brotherhood, and when proposed amend-
24 ments to the Constitution are published in
25 the Railway Carmen's Journal, he shall
26 have power to properly classify such
27 amendments, so as to facilitate the work
28 of the Grand Lodge whilst in session. He
29 shall not accept any advertising of non-
30 union articles. He shall within thirty (30)
31 days after his election, execute a bond for
32 the faithful performance of his duties; pay-
33 able and subject to the approval of the
34 General Executive Board. Premium cover-
35 ing same shall be paid by the Grand Lodge.

Committees and Their Duties

SEC. 14. *Duties of Law Committee.* They
2 shall meet not less than three days prior
3 to the convention for the purpose of act-
4 ing upon all resolutions and changes to
5 the Constitution that may have been sub-
6 mitted to them, and making report on
7 same to the convention. Said meeting shall
8 be held where designated by the General
9 President. They shall receive for their serv-
10 ices the same compensation as the General
11 Executive Board.

SEC. 15. There shall be appointed at
2 each convention of the Grand Lodge the fol-
3 lowing committees, to consist of seven mem-
4 bers each, who shall serve for the meeting

5 for which they were appointed: Rules and
6 Order of Business, Grand Lodge Officers'
7 Reports, Finance and Salaries, Ritual and
8 Secret Work, Claims and Appeals, Journal,
9 Resolution, Sick, Good and Welfare of
10 the Brotherhood, Transportation and Press.
11 The General President shall convene the
12 committee on Officers' Reports three days
13 prior to the convention.

Sec. 16. The Committee on Credentials
2 shall consist of the General President, As-
3 sistant General President, General Secre-
4 tary-Treasurer and Chairman of the Gen-
5 eral Executive Board, whose duty it shall
6 be to examine the credentials of all dele-
7 gates and see that they are entitled to seats
8 in the Convention.

Sec. 17. The Committee on Credentials
2 shall meet immediately after the meeting
3 of the General Executive Board, prior to
4 the convening of the Grand Lodge, to ex-
5 amine the credentials of delegates. Each
6 delegate shall forward his or her creden-
7 tials to the General Secretary-Treasurer
8 in time to reach his office not later than
9 30 days preceding the convention; also re-
10 turn one copy of credentials for identifi-
11 cation at convention. But no delegate
12 shall be allowed a seat in the convention
13 who does not appear on the record of the
14 Grand Lodge as a member in good stand-
15 ing of the Lodge he or she seeks to rep-
16 resent.

Sec. 18. Standing committees shall con-
2 vene as soon as practicable after their ap-
3 pointment, elect a chairman and secretary
4 and consider such matters as may be re-
5 ferred to them or brought to their atten-
6 tion. They shall submit their report in
7 writing, which report shall be signed by

8 the committee and read by the secretary
9 of said committee.

Source of Revenue

SEC. 19. The Grand Lodge shall establish and maintain a fund in which all Grand Lodge dues, charter fees, and all moneys accruing from the sale of supplies to subordinate lodges, and from all other sources not otherwise provided for in the Constitution, shall be kept and known as the general fund of the Grand Lodge, and shall be in the possession of the General Secretary-Treasurer for the purpose of defraying the expenses of the Grand Lodge.

SEC. 20. Each lodge instituted shall pay to the Grand Lodge a charter fee of \$2.00 for each member initiated as a charter member. The \$2.00 for each member initiated on date lodge is organized shall be paid to the Grand Lodge Officer. All new lodges so organized shall keep their charter open for thirty days, at the expiration of which time they shall be permanently closed. The Secretary shall at once forward to the General Secretary-Treasurer a complete list of charter members initiated since the date lodge was organized, accompanied by the sum of \$2.00 for each one. The General Secretary-Treasurer shall furnish each new lodge with a charter and usual list of supplies including a constitution and a receipt book for each charter member.

SEC. 21. Within fifteen days after the close of each quarter, each Subordinate Lodge shall submit a per capita tax report, showing the per capita tax being paid for each member. This per capita tax to be distributed by the General Secretary-Treasurer.

7 urer as follows: Sixteen (16) cents in the
8 Convention Fund and of the remainder,
9 thirty-five (35) per cent in the General
10 Fund; twenty-six (26) per cent in the Pro-
11 tective Fund; thirty (30) per cent in the
12 Death and Total Disability Fund; nine (9)
13 per cent in the Journal Fund. In addition
14 to the foregoing, each local lodge shall sub-
15 mit a monthly report, showing the names
16 of those being admitted or readmitted to
17 membership, and a fee of \$7.50 for each
18 member admitted or readmitted. Two-thirds
19 ($\frac{2}{3}$) of each fee to be placed in the Protec-
20 tive Fund and one-third ($\frac{1}{3}$) in the Death
21 and Total Disability Fund.

Sec. 22. Any lodge failing to make such
2 remittance will stand suspended until such
3 returns are made.

Cause for Suspension of Charter

Sec. 23. The charter of any subordinate
2 lodge shall be revoked by the Grand Lodge
3 for refusing or neglecting to make returns
4 and reports or for non-payment of dues
5 and assessments to the Grand Lodge for
6 six months; or when the membership shall
7 have diminished so that less than seven
8 members working at the trade as pre-
9 scribed in Section 2, Subordinate Lodge
10 Constitution, remain. For any of the fol-
11 lowing reasons the charter of any sub-
12 ordinate lodge may be suspended or re-
13 voked (at the option of the General Pres-
14 ident): Improper conduct, refusing or neg-
15 lecting to conform to the Constitution, for
16 neglecting to hold regular meetings (un-
17 less prevented by unavoidable cause), or
18 neglecting or refusing to bring an officer
19 or member to trial when directed by the
20 General President to do so, or for failing
21 to inflict the penalties imposed by the

22 Constitution upon members convicted of a
23 misdemeanor. But a charter shall not be
24 suspended or revoked for any of the last
25 four reasons above given until the lodge
26 has been notified and opportunity given
27 to answer the charges made against it.
28 When no answer is made the penalty im-
29 posed shall be for contempt.

Charges and Trials of Officers

Sec. 24. Any member preferring charges
2 against an officer of the Grand Lodge
3 shall reduce same to writing, and said
4 charges shall be signed by two-thirds of
5 the members in good standing of the lodge
6 in which the complaining member holds
7 membership, same to be forwarded, under
8 seal of the lodge, to the chairman of the
9 General Executive Board, and should
10 charges be preferred against a member of
11 the General Executive Board, the General
12 President shall have the power to appoint
13 a member of the B. R. C. of A. in good
14 standing to act as a member pro tem of
15 the General Executive Board until the ter-
16 mination of the trial.

Sec. 25. Upon receiving a copy of the
2 charges, the chairman of the General Ex-
3 ecutive Board shall forthwith appoint a
4 day for trial and forward a copy thereof
5 and notice of the trial and date thereof to
6 each member of the board, and also the
7 accused and accuser.

Sec. 26. At the date agreed upon the
2 board shall convene at the office of the
3 Grand Lodge and proceed to try the case.
4 If the accused cannot be present he may
5 appoint counsel to represent him, provided
6 that the person appointed to act as coun-
7 sel shall be a member in good standing.

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SEC. 27. The board may summon all witnesses to appear and present their testimony, but only one witness at a time shall be allowed to be present. The Secretary shall keep a full and complete record of the proceedings, and each witness shall be required to attach his signature to the testimony by him given.

SEC. 28. After all witnesses have been examined, the board shall render its decision as to the guilt or innocence of the accused, and if it be found that he is innocent he shall be acquitted and exonerated. But should he be found guilty he may be reprimanded, suspended or removed from office, as the board may determine.

SEC. 29. Any officer or member of the Grand Lodge or the complaining witness considering that an injustice has been done him by the General Executive Board, may appeal in writing to the ensuing meeting of the Grand Lodge, which appeal shall be filed with the General Secretary-Treasurer within thirty days from the time the verdict was rendered.

SEC. 30. Appeals filed with the General Secretary-Treasurer shall be presented to the meeting at the proper time and referred to the committee on appeals, who shall carefully and impartially consider the same and report the result to the convention, upon which that body shall determine whether the decision of the board shall be sustained or reversed.

SEC. 31. Any member misrepresenting the objects or standing of this Brotherhood shall, upon conviction of the same, be expelled.

Official Organ and Printing

Sec. 32. There shall be published and maintained at Grand Lodge headquarters an official organ known as the Railway Carmen's Journal, the expense of which shall be paid from the Journal fund. All expenses shall be certified to as correct by the Editor and Manager and approved by the General President. The Railway Carmen's Journal shall be furnished to each member in good standing (this to include superannuated members) as shown by report to the General Secretary-Treasurer at a yearly subscription of nine (9) per cent of the per capita tax, raised and collected as per Section 21, same to be regarded as payment for such subscription. The official publication shall be furnished to other subscribers at the uniform rate of \$1.50 per annum, payable in advance. All moneys received by the Railway Carmen's Journal shall be placed in the hands of the General Secretary-Treasurer, who shall receipt for the same to the Editor and Manager, and same go to the Journal fund. The accounts of the Railway Carmen's Journal shall be kept separate from all other accounts, credit being given for members' subscriptions collected as per Section 21, and other subscriptions, advertising, etc. All money over what is necessary to meet the monthly expenses of the Journal, as per above, shall be turned into the general fund and used for organizing and other expenses. Space shall be reserved in the official organ for publication of Grand Lodge assessments and notices, and such space as may be necessary shall be reserved for the

38 use of the Loyal Star of America, the
39 ladies' auxiliary to the Brotherhood.

Printing and Supplies

Sec. 33. The printing of forms, blanks,
2 etc., and distribution of printed matter
3 shall be restricted to the Grand Lodge.
4 except notices of subordinate lodges to
5 their own members. Any violation of this
6 section shall be punished by suspension of
7 charter by General President. The print-
8 ing shall be done under the supervision of
9 the General Secretary-Treasurer and Gen-
10 eral President, and shall only be let to
11 offices employing union labor, and shall
12 bear the union label.

Sec. 34. All badges and paraphernalia
2 furnished by the Grand Lodge shall be
3 bought from union firms.

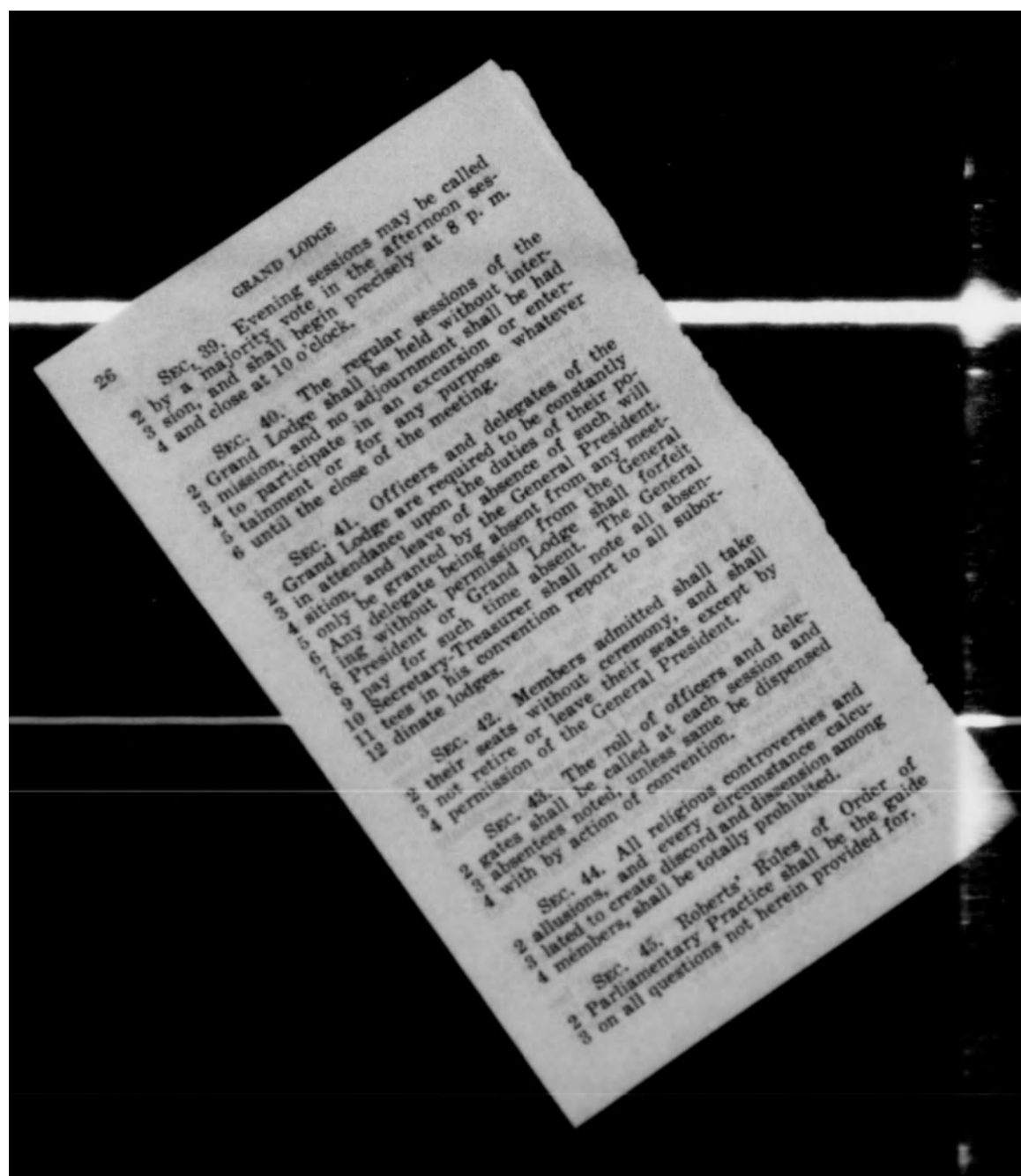
Sec. 35. The Ritual and Constitution
2 shall be printed in English, French and
3 also in any other language, providing
4 lodges desiring the same translated and
5 printed in any language other than those
6 mentioned above pay half the expense of
7 translating and printing.

Rules of Order—Grand Lodge and Subordinate Lodges as Far as Practicable

Sec. 36. The General President shall
2 take the chair every day precisely at the
3 appointed hour, and shall immediately call
4 the members to order.

Sec. 37. When the General President
2 takes the chair the officers and members
3 shall take their respective seats.

Sec. 38. Each morning session shall be-
2 gin precisely at 8 o'clock and adjourn at 12
3 Each afternoon session shall begin precisely
4 at 2 o'clock and adjourn at 5.



Sec. 46. Proxy voting in Grand or subordinate lodges is positively prohibited.

Sec. 47. The provisions of this Constitution shall be interpreted and construed according to their most plain and obvious meaning, and should any doubt arise as to the proper construction of any article or section thereof, it shall be referred to the General President, whose decisions shall be final, unless reversed by the Grand Lodge.

Sec. 48. No lodge hereafter organized shall bear the name of any living person or any existing lodge of the Brotherhood.

Legislative Department

Sec. 49. The Grand Lodge, Brotherhood Railway Carmen of America, shall create and maintain a department to be known as the "Legislative Department" of the Brotherhood Railway Carmen of America in accordance with the laws hereinafter provided.

Sec. 50. Said boards shall be organized for the purpose of protecting the interests of members along legislative lines in the several states, territories and provinces of the United States, Canada, and Mexico, and shall publish report of action and legislation that has been attempted or completed, regularly in the Carmen's Journal.

How Organized

Sec. 51. Commencing with the first meeting in the month of 19...., and at the first meeting in the month of 19...., and each two years thereafter, each lodge shall elect in the manner provided for the election of officers, a member who shall be known as its legislative representative, whose term of office

9 shall be for the ensuing two years, or
10 until his successor is duly qualified.

SEC. 52. At any time prior to, or during
2 a regular or special session of the legisla-
3 ture, any lodge in the state, territory or
4 province may make application over seal
5 to the General President to ascertain from
6 the lodges in the state or province if it be
7 their wish that a Legislative Board be or-
8 ganized for the approaching session of the
9 legislature, or if, after the legislature has
10 convened to consider any situation which
11 may have arisen which they deem of im-
12 portance to the members, accompanying
13 such request with any general or special
14 reasons why, in their judgment, the legis-
15 lative representatives should be convened
16 for the organization of a Legislative Board.

SEC. 53. Immediately upon receipt of
2 this request the General President shall
3 submit the matter to the several lodges
4 through circular; each lodge on receipt of
5 said circular will consider the matter and
6 notify the General President of its action
7 within the time specified.

SEC. 54. If a majority of the lodges
2 vote in favor of convening the legislative
3 representatives, the General President will
4 issue a call for such, naming time and
5 place. If less than a majority of the lodges
6 in the state or territory or province vote
7 in favor of convening the legislative rep-
8 resentatives on the call made, they will not
9 be convened, and no legislative board will
10 be organized.

Legislative Representatives and Boards

SEC. 55. On the assembling of the legis-
2 lative representatives, in accordance with
3 the above provisions, they will proceed to

4 the organization of a Legislative Board by
5 the election of a chairman, vice-chairman
6 and secretary, whose term of office shall
7 be for two years, and whose duties shall
8 be such as usually devolve upon such officers.
9 Chairman and Secretary to be provided
10 with seal of legislative board with
11 title and name of state, province or territory
12 in which the legislative board is
13 located.

Sec. 56. Should the office of chairman
2 or secretary of the Legislative Board become
3 vacant, the vice-chairman will succeed to the
4 position, and the chairman and secretary
5 will proceed to appoint from among the
6 legislative representatives in the state, territory
7 or province, a vice-chairman to fill the vacancy
8 caused by the succession. There shall be elected
9 a Board of Trustees, who shall hold office until
10 the next meeting of the association. They shall
11 carefully audit the books of the Secretary-
12 Treasurer prior to each meeting, or at least
13 once each year. They shall approve all bills
14 incurred by members on behalf of the association.
15 The expense bills of the chairman of legislative
16 representatives attending the meeting of the legislature
17 shall be approved by the Vice-Chairman and
18 paid by the Secretary-Treasurer.

Sec. 57. One or more members of the
2 board thus constituted, in the judgment of
3 the legislative representative, may be selected
4 to remain at the capital during the session
5 of the legislature and devote "all" of his
6 or their time to securing the enactment
7 of such laws or the repeal or modification
8 of such others as prescribed by the
9 Legislative Board.

Sec. 58. The legislative representative
2 will be authorized to co-operate with other

labor, farmer, and industrial organizations to this end.

Sec. 59. Legislative representatives in meeting assembled shall have the power to do and authorize such things not inconsistent with the laws and policy of the Brotherhood Railway Carmen of America, which in their judgment will be of benefit in carrying out the purposes of this department.

Compensation—How Provided For

Sec. 60. Legislative representatives in meeting assembled shall fix the compensation for their services and that of the members of the Legislative Board, with an additional allowance for hotel expenses and all reasonable expenses for telegraphing, typewriting, postage, stationery, and hall rent; and such legislative representatives in meeting assembled are empowered to estimate the approximate expense of their meeting and that of the Legislative Board and present the bill to the Secretary. Treasurer, said bill to be paid as provided for in Section 63.

Reports

Sec. 61. At the close of each legislative season the Legislative Board shall file a complete report of all business transacted by them, duly attested with their signatures and that of the Secretary, who shall cause a certified copy thereof to be furnished each lodge in the state, territory or province, and shall also forward a copy to the General President. Included in this report shall be an itemized bill for services rendered.

Legislative Fund, How Collected

Sec. 62. Each lodge in the state, territory or province shall forward to the Sec-

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3 retary-Treasurercents per quarter.
4 for each member, payable as per capita
5 tax. Any lodge failing to send to the Sec-
6 retary-Treasurer of the legislative board
7 the amount of per capita tax agreed on by
8 a majority vote of the members in the
9 state, territory or province where the as-
10 sociation is located, within 30 days after
11 the expiration of each quarter shall stand
12 suspended with the Grand Lodge until
13 such remittance is made. The Secretary-
14 Treasurer shall report the standing of the
15 lodges in the association at the expiration
16 of each quarter to the General Secretary-
17 Treasurer. The board of trustees shall
18 have the power to remove any officer of
19 the association, upon conviction of com-
20 plaint made by any one lodge in the state;
21 provided that such officer shall have a
22 right to appeal to the membership in the
23 state, territory or province in which the
24 association is located.

SEC. 63. The Secretary Treasurer shall
2 have charge of the books and records of
3 this association. He shall collect the
4 monthly per capita tax from all lodges in
5 the association and give a receipt therefor,
6 pay all bills when certified to by the
7 Chairman or Vice-Chairman. At the close
8 of each fiscal year he shall transmit to
9 each lodge a complete statement of the
10 financial transactions of his office and
11 funds on hand and perform such other
12 duties as usually devolve upon secretary-
13 treasurers of similar organizations. He
14 shall be bonded in the sum of not less than
15 \$1,000, said bond to be placed with the
16 General Secretary-Treasurer for safe-
17 keeping. He shall attend each meeting of
18 the association, with all books, papers, etc.,
19 same to be audited by the committee ap-
20 pointed for that purpose, and at the ex-

21 piration of his term of office he shall
22 deliver all the funds, books and paper in
23 his possession, belonging to the association,
24 to his successor in office, when he is
25 qualified, according to the Constitution.

SEC. 64. Any member of this Brother-
2 hood interfering with legislative matters
3 affecting national, state, territorial, do-
4 minion or provincial legislation, adversely
5 affecting the interests of our members,
6 shall, upon conviction, be expelled; pro-
7 vided, however, he or she shall have right
8 of appeal through his or her lodge within
9 thirty days after expulsion.

Brotherhood Protective Fund—Object

SEC. 65. For the purpose of protecting
2 the interests of its members and for de-
3 fraying the legitimate expenses of con-
4 ducting a suspension of work authorised
5 by the proper authority of the Brother-
6 hood, the Grand Lodge of the Brotherhood
7 Railway Carmen of America shall estab-
8 lish and maintain a fund to be known as
9 the "Protective Fund of the Brotherhood,"
10 in which all members shall participate.
11 except members not actually employed in
12 the car department, which shall be used
13 as hereinafter provided.

Protective Fund—Record Of

SEC. 66. The General Secretary-Treas-
2 urer shall keep a correct record of all
3 receipts from subordinate lodges for this
4 purpose, and make a semi-annual report of
5 the amount received from each subordinate
6 lodge to each subordinate lodge.

Special Assessment for Protective Fund

SEC. 67. In case of an emergency,
3 should the funds thus created prove in-
4 sufficient, the General President and Gen-

4 eral Secretary-Treasurer, in conjunction
5 with the General Executive Board, may
6 levy such additional assessment and in
7 such amount as is required for protection
8 of the members; provided, such assess-
9 ment shall not exceed one dollar per mem-
10 ber in any one month.

When Protective Benefits May Be Paid

Sec. 68. When in accordance with the
2 rules hereinbefore provided the members
3 of the Brotherhood have inaugurated a
4 suspension of work and a settlement is
5 not effected within five (5) days, the Gen-
6 eral Executive Board shall review the situ-
7 ation and if necessary, grant benefits to the
8 members involved. If the suspension should
9 continue a longer period, they shall receive
10 benefits from the first day of the sus-
11 pension, and the General Chairman of the
12 Joint Protective Board of the system or
13 company involved shall be placed under the
14 supervision of the General President, and
15 be paid such compensation and expenses
16 as the General President, General Secre-
17 tary-Treasurer and General Executive
18 Board may deem advisable, out of the
19 Grand Lodge protective fund during said
20 suspension of work, but no longer.

Amount of Benefits—When Payable

Sec. 69. Strike benefits shall be paid
2 to lodges in accordance with their mem-
3 bership, and the amounts received by local
4 lodges from the General Secretary-Treas-
5 urer shall be equally divided among all
6 the members unemployed through strike,
7 except that members who are at the heads
8 of families shall receive 50 per cent more
9 than single members, payments to com-
10 mence seven days after the strike has
11 been authorized by the General President.
12 The General President, the General Sec-

13 tary-Treasurer, and General Executive
14 Board shall use their judgment in appro-
15 priating funds from the Protective Fund
16 for the purpose of paying benefits at the
17 time of suspension of work on any sys-
18 tem, and shall appropriate from the pro-
19 tective fund a certain amount monthly,
20 based on the number of members on strike,
21 reported by each lodge, when the protec-
22 tive fund will permit. Men who secure
23 employment will not be entitled to bene-
24 fits after date of said employment. Blank
25 payrolls shall be provided and forwarded
26 by the General Secretary-Treasurer to
27 each lodge on the line or system involved;
28 said payroll shall be made to show a full
29 register of the names of the striking mem-
30 bers entitled to pay, with the number of
31 days due them set opposite their respective
32 names, and returned to the General Secre-
33 tary-Treasurer as hereinafter provided.

Payroll Furnished by Joint Protective Board

34. 70. When the members in any
2 locality are entitled to financial relief un-
3 der the provisions of the foregoing sections,
4 the President and Financial Secretary in
5 such locality shall forward to the Gen-
6 eral Secretary-Treasurer, under seal of
7 the several lodges involved, and certify
8 with their signature to the correctness of
9 the monthly payroll provided in the fore-
10 going section, the payroll shall be made
11 out with ink, showing the names of mem-
12 bers entitled to pay, with the number of
13 days due them set opposite their respec-
14 tive names. The General Secretary-Treas-
15 urer, by direction of the General Presi-
16 dent, shall draw from protective fund the
17 amount appropriated, according to previ-
18 ous section, and pay the same to the Fi-
19 nancial Secretaries of the several lodges,
20 who shall receipt therefor and disburse the

21 same as hereinafter provided. On receipt
22 of payroll and amount due thereon from
23 the General Secretary-Treasurer the Fi-
24 nancial Secretaries shall forthwith pay the
25 same to the parties entitled thereto, secure
26 their signatures to the payroll, and return
27 receipted payroll to the General Secretary-
28 Treasurer. Financial Secretaries shall keep
29 a correct account of all moneys received
30 and distributed by them.

Penalty for Violating These Laws

Sec. 71. Any member or members vio-
lating these protective laws upon conviction
thereof shall be expelled.

DEATH AND TOTAL DISABILITY BENEFIT DEPARTMENT

Sec. 72. There shall be maintained at
Grand Lodge ~~respective~~ a fund to be
known as a Death and Total Disability
Benefit Fund.

Sec. 73. The object of this fund is to
pay to totally disabled members or to the
beneficiary of deceased members of the
Brotherhood such pecuniary aid as may be
provided by these laws and such as may
hereafter be made—for the purpose of as-
sisting to defray the expenses of and in-
cidental to the funeral of such deceased
members.

Death Benefit

Sec. 74. Upon the death of any member
in good standing in a Subordinate Lodge,
the Financial Secretary shall fill out a
Subordinate Lodge Officers' Certificate of
Death Form, giving a full and complete
record of the membership of the deceased
member, to be obtained from the books of
the local lodge. This form shall be signed
by the President and Financial Secretary

10 and shall bear the seal of the lodge. The
11 Financial Secretary shall forward this
12 form to the General Secretary-Treasurer.

Total Disability

13 Any member, legally in benefit, who be-
14 comes totally and permanently disabled and
15 is so incapacitated from again following
16 the trade for a livelihood, shall be entitled
17 to the disability benefits as prescribed in
18 this Constitution. *Superannuated members*
19 *are not eligible for the payment of total*
20 *disability benefits.* The payment of this
21 benefit shall relieve the Brotherhood from
22 any further financial obligation to said
23 member, and he or she shall be regarded
24 thereafter only as an honorary member.
25 Application for total disability benefit shall
26 be made on a Subordinate Lodge Officers'
27 Certificate of Total Disability Form. Said
28 form to be signed by the President and Fi-
29 nancial Secretary, and shall bear the seal
30 of the lodge. The Financial Secretary shall
31 forward the form to the General Secretary-
32 Treasurer. Permanent total disability shall
33 consist of total blindness, the loss of an
34 arm, or leg, or both; the total disability of
35 a limb; or total and permanent disability
36 through accident. When such disability oc-
37 curs through the abuse of alcoholic drinks,
38 or the use of narcotics, the disabled member
39 shall not be entitled to benefit. In all claims
40 for disability the claimant shall furnish the
41 local lodge with a certificate from the doc-
42 tor attending him, stating the nature of the
43 disability. Except in a case of total blind-
44 ness, the loss of an arm, or leg, or both, the
45 lodge shall select two qualified physicians
46 who shall report to the local lodge in writ-
47 ing, the nature of the disability and the
48 possibility of recovering. The expense of
49 said examination shall be paid by the local

50 lodge, and the reports of said physicians
51 shall be sent to the General Secretary-
52 Treasurer.

Disapproval—Appeal

Sac. 75. Upon receipt of a claim the
2 General Secretary-Treasurer shall investi-
3 gate the same by comparing the record as
4 furnished by the Financial Secretary with
5 the records at Grand Lodge, and if found
6 correct and approved by him, he shall at
7 once forward to the Financial Secretary a
8 bank cheque or draft for the amount due,
9 and payable to the person or persons en-
10 titled to receive it. If the claim is disap-
11 proved by the General Secretary-Treasurer,
12 the party or parties shall have the right to
13 appeal to the General Executive Board any
14 time within six months after date of disap-
15 proval, and if still dissatisfied after Gen-
16 eral Executive Board has rendered its deci-
17 sion, shall have the right to appeal to the
18 next General Convention.

Benefits

Sac. 76. The amounts to be paid from
2 this fund shall be as follows: Upon the
3 death or total disability of a member in
4 continuous good standing, the following
5 benefits shall be paid to the beneficiary:
6 One (1) year Fifty (\$50) Dollars.
7 Two (2) years One Hundred (\$100)
8 Dollars.
9 Three (3) years One Hundred and Fifty
10 (\$150) Dollars.
11 Four (4) years Two Hundred (\$200)
12 Dollars.
13 Five (5) years Two Hundred and Fifty
14 (\$250) Dollars.
15 Six (6) years Three Hundred (\$300)
16 Dollars.
17 Upon the death or total disability of a
18 member in continuous good standing, who

19. at his admittance or readmittance after
20. January 1, 1951, was 60 years of age or
21. over at nearest birthday, the following
22. benefits shall be paid to the beneficiary:

23. Two (2) years Fifty (\$50) Dollars.
24. Four (4) years One Hundred (\$100)

25. Dollars.
26. Six (6) years One Hundred and Fifty

27. (\$150) Dollars.
28. Eight (8) years Two Hundred (\$200)

29. Dollars.
30. Ten (10) years Two Hundred and Fifty

31. (\$250) Dollars.
32. Twelve (12) years Three Hundred (\$300)

33. Dollars.
34. A members year—or years—of con-

35. tinuous good standing shall date from his
36. or her initiation, or from his or her last

37. readmittance, or deposit of withdrawal
38. card. Any member becoming delinquent

39. to the extent of two full months' dues or
40. assessments, shall forfeit all rights to the

41. benefits provided for in this department.

SEC. 77. On being initiated into a Sub-

ordinate Lodge, each member shall design-

ate the person or persons to whom the

beneficiary money shall be paid.

In case any member at present in the

Brotherhood or who may join hereafter

shall fail to designate by will or otherwise

to whom the beneficiary money shall be

paid, the same shall be paid to the local

lodge, which will take charge of the fu-

neral and use the beneficiary money to as-

sert in defraying the funeral expenses.

Should there be any money remaining after

the funeral bills are paid, the lodge shall

pay the same to the heirs-at-law. If none

are found, the balance—if any—shall re-

vert to the Grand Lodge Death and Total

Disability Fund.

Sec. 78. *Clause (a).* The Beneficiaries of
members whose deaths are caused through
over-indulgence in alcoholic liquors, or the
use of narcotics, or by exposing themselves
to risks to which members are not usually
liable (their country's service in time of
war excepted), shall not be entitled to any
benefits from the Brotherhood, nor shall
their legal heirs be entitled to any bene-
fits. Members engaged in any occupation
of a hazardous nature other than those
listed in Section 6, Subordinate Lodge Con-
stitution, or who are employed by corpora-
tions, municipalities or individuals in time
of strikes or lockouts as special policemen,
detectives, watchmen or deputy sheriffs,
shall be considered as exposing themselves
to risks to which members are not usually
liable and shall be required to at once with-
draw from membership.
Clause (b). Any member in good stand-
ing with the Grand Lodge is eligible for
superannuation when retired on pension. A
member is eligible for superannuation, if,
through disability or otherwise, he or
she is, in the future, unable to take em-
ployment where compensation is paid for
service rendered. Members can only be
placed on the superannuated list by the
Grand Lodge. Superannuated members may
retain all rights to participate in the death
benefit fund by the payment to the said
fund of the sum of fifty cents (50c) each
month. Except those superannuated prior
to January 1, 1942, in which case the present
monthly payment of twenty-five cents (25c)
will be continued. No local lodge shall be
required to pay per capita tax on any mem-
ber so reported to Grand Lodge. Said twen-
ty-five cents (25c), or said fifty cents
(50c) to be collected by Financial Secre-
tary of local lodge wherein such person
holds membership, who shall forward same

44 to the General Secretary-Treasurer with
45 the quarterly per capita tax report. Such
46 members paying the sum as provided in
47 this clause shall be considered in continu-
48 ous good standing and entitled to death
49 benefit as per Section 76.

50 Members who allow themselves to become
51 over two months in arrears shall be dropped
52 for non-payment of dues. Members becom-
53 ing dropped for non-payment of dues un-
54 der this clause shall not be entitled to re-
55 admittance. In the event the amount in the
56 Death and Total Disability Fund drops
57 below \$100,000 the General President is
58 authorized to levy an assessment of fifty
59 cents (50c) per member. Any member in
60 good standing who may be called to the
61 military or naval service of his or her
62 country in time of war may retain all
63 rights to participate in the death benefit
64 fund by the payment to the Grand Lodge
65 of the same rate established for superan-
66 nuated members.

67 A superannuated member financially an-
68 able to pay his or her dues, can request in
69 writing that the lodge advance such dues,
70 and that such advance shall be a prior
71 claim of the local lodge to that much of the
72 Grand Lodge Death Benefit, providing that
73 a statement of such claim be attached to
74 the Subordinate Lodge Officers' Certificate
75 of Death, giving the General Secretary-
76 Treasurer notice of the lien; otherwise, it
77 shall be construed to be waived in favor of
78 the named beneficiary or beneficiaries of
79 the member. Where such request is made
80 the necessary forms shall be requested by
81 the lodge concerned from the General Sec-
82 retary Treasurer.

Sec. 79. This Brotherhood shall never
2 be dissolved while there are seven mas-
3 ters who wish to hold the charter. This

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4 section shall never be altered, amended,
5 suspended or repealed.

SUBORDINATE LODGE
CONSTITUTION

Name of Lodge

SECTION 1. This organization shall be
2 known as Lodge, No.
3 Brotherhood Railway Carmen of America,
4 located in the County of
5 and state of
6 and shall hold and exercise all powers and
7 privileges granted by its charter.

SEC. 2. The charter fee shall be \$3.00
2 for each charter member and shall accom-
3 pany the application or shall be paid to
4 the Grand Lodge Officer at time of insti-
5 tuting the lodge. All new lodges so organ-
6 ized shall keep their charter open for 30
7 days, at the expiration of which time they
8 shall be permanently closed. The Secretary
9 shall at once forward to the General Secre-
10 tary-Treasurer a complete list of charter
11 members initiated since the date the lodge
12 was organized, accompanied by the sum of
13 \$2.00 for each one. Their per capita tax
14 shall commence the first of the following
15 month. The charter shall not be opened ex-
16 cept by special dispensation of the General
17 President.

How Composed

SEC. 3. It shall be composed of at least
2 seven members working at the trade, qual-
3 ified as hereinafter provided, and cannot
4 voluntarily disavow or surrender its char-
5 ter as long as that number of members
6 object and will enter into a written agree-
7 ment to sustain it.

SEC. 4. Any number of persons, not less than seven, working at the trade, having the prescribed qualifications, may petition the Grand Lodge for a charter for a subordinate lodge. Not more than one charter to be issued for a subordinate lodge at any one point on any one railroad, unless the Local Subordinate Lodge and the Joint Protective Executive Board on the railroad having jurisdiction petition the Grand Lodge for an additional charter for a subordinate lodge, or when in the judgment of the General President, an additional subordinate lodge is necessary to meet a special condition at such a point.

SEC. 5. The petitioners shall meet at the time and place fixed upon by the Grand Lodge Officer and proceed to vote by secret ballot under the supervision of the organizing officer for each applicant in turn. If five or more black balls appear against an applicant, he or she shall be declared rejected, and his or her petition for membership in the Brotherhood shall not again be received for a period of three months thereafter.

Qualifications for Membership

SEC. 6 *Clause (a)*. Any person 16 years of age and over, who believes in the existence of a Supreme Being, who is free from hereditary or contracted diseases, of good moral character and habits, who is employed at the time he or she makes application for membership as builder or repairer on all classes of railroad, electric motor cars, coaches, and automotive equipment, wood, steel, plastic or other material. Car inspector, car oiler, coach, gas and steam pipe work, coupling and uncoupling of air, steam and single hose on all freight

CONSTITUTION

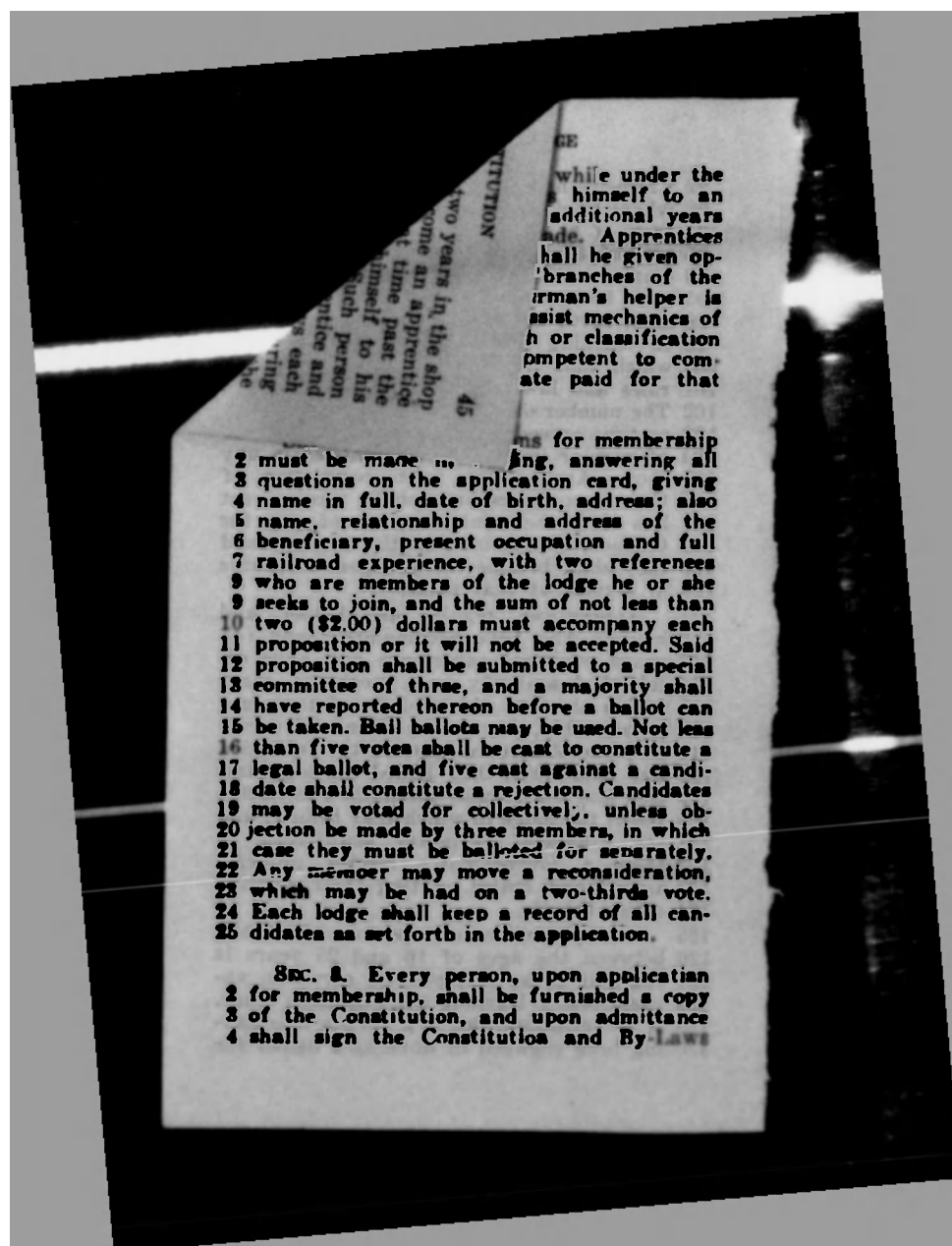
48

14 passenger and refrigerator cars, testing
 15 air brakes and steam on all trains with or
 16 without locomotives, removing and apply-
 17 ing of bearings, including roller bearings.
 18 Removing and applying, coupling and un-
 19 coupling steam connectors on all trains,
 20 bleeding of cars. All carpenters, caulkers,
 21 fender-makers and sawyers employed in
 22 railroad marine work. Steel cabs, steel
 23 pilots, pilot beams and steel running
 24 boards, millwrights, drill press men, air
 25 brake and triple valve work, cabinet work,
 26 upholsterer, pattern maker in car depart-
 27 ment, planing mill work, bench, coach, lo-
 28 comotive motor coach, automotive equip-
 29 ment, and all other carpenters in car de-
 30 partment, tender and tank work, locomo-
 31 tive, coach, motor coach, automotive equip-
 32 ment and car painting and all finish work
 33 pertaining thereto, tappers, all axle lathes,
 34 wheel borers, wheel press, bolt cutter and
 35 threader, nut tappers and pipe fitters em-
 36 ployed in car department, material handler,
 37 boiler lagger and axle light work on wood
 38 ar steel cars, foreman and assistant, wreck-
 39 ing engineer and crews, punch and shear
 40 operators in car department, and employees
 41 assigned to handle acetylene, thermit, or
 42 electric process, on work that was gener-
 43 ally recognised as Carmen's work prior to
 44 the introduction of such process, coach
 45 cleaners and all helpers employed in any
 46 of the classifications above mentioned,
 47 shall be eligible to membership in this
 48 Brotherhood; providing that any person
 49 making application for membership who is
 50 a member of any Organization that has
 51 for its purpose the overthrow of the pres-
 52 ent form of Government of the United

53 States of America or Canada by force or
54 subversive action shall be rejected or if he
55 or she is admitted and later becomes a
56 member of such an Organization, he or she
57 shall be expelled; further, if he or she was
58 a member of any Organization that has for
59 its purpose the overthrow of the present
60 form of Government of the United States
61 of America or Canada at the time he or
62 she was admitted to membership and it
63 is developed later that he or she was a
64 member of such Organization under an
65 assumed name, he or she shall be expelled
66 from the order; providing that any person
67 making application for membership who
68 is not a citizen of the United States or
69 Canada must present his or her first natu-
70 ralization papers or make affidavit that
71 he or she has applied to the proper au-
72 thorities for same.

73 *Clause (b).* Any person engaging him-
74 self to learn the Carman's trade shall
75 serve an apprenticeship of eight periods
76 of 130 days each. Any apprentice failing
77 to comply with this provision shall stand
78 suspended from any and all benefits of
79 the Grand Lodge and the Local Lodge of
80 which he is a member until he returns to
81 his employer. Failure to return to his
82 employer within three months shall be
83 sufficient cause for his expulsion. The
84 ratio of apprentices shall be one appren-
85 tice for every fifteen journeymen Carmen
86 employed. No person shall engage himself
87 as an apprentice until he has reached the
88 age of 18 years, and no person shall en-
89 gage himself as an apprentice after he
90 has reached the age of 25 years, except
91 that any person who has worked as a

92 Carmen's helper for two years in the shop
93 where he desires to become an apprentice
94 may, if he is not at that time past the
95 age of 35 years, engage himself to his
96 employer as an apprentice. Such person
97 shall be known as a helper-apprentice and
98 shall serve six periods of 130 days each
99 in learning the Carmen's trade during
100 which time he shall be governed by the
101 rules and laws applicable to apprentices.
102 The number of helper-apprentices shall at
103 no time exceed 50 per cent of the number
104 of regular indentured apprentices in any
105 shop. Apprentices, upon completion of
106 their apprenticeship, shall receive not
107 less than the minimum rate of pay for
108 Carmen, if retained in the service, and
109 they shall become the youngest mechanic
110 in service at that point.
111 Apprentices, regular and helper, and
112 helpers who have accumulated four (4)
113 years practical experience and have es-
114 tablished seniority as a mechanic, shall,
115 within the last thirty days of their ap-
116 prenticeship, pay to the Financial Secre-
117 tary the difference between the Initiation
118 Fee paid when they joined the organiza-
119 tion and the regular mechanic's initiation
120 fee of the lodge to which they belong; and
121 the Financial Secretary shall issue to
122 them a journeyman's receipt properly
123 signed and sealed, stating their classifi-
124 cation therein.
125 An apprentice is a person who while
126 between the ages of 16 and 25 years is
127 engaged to an employer to serve an ap-
128 prenticeship learning the Carmen's trade.
129 A helper-apprentice is a person who hav-
130 ing been engaged in work as a helper for



while under the
himself to an
additional years
Apprentices
shall be given op-
branches of the
man's helper is
assist mechanics of
h or classification
mpetent to com-
ate paid for that

for membership
ng, answering all
questions on the application card, giving
name in full, date of birth, address; also
name, relationship and address of the
beneficiary, present occupation and full
railroad experience, with two references
who are members of the lodge he or she
seeks to join, and the sum of not less than
two (\$2.00) dollars must accompany each
proposition or it will not be accepted. Said
proposition shall be submitted to a special
committee of three, and a majority shall
have reported thereon before a ballot can
be taken. Ball ballots may be used. Not less
than five votes shall be cast to constitute a
legal ballot, and five cast against a candi-
date shall constitute a rejection. Candidates
may be voted for collectively, unless ob-
jection be made by three members, in which
case they must be balloted for separately.
Any member may move a reconsideration,
which may be had on a two-thirds vote.
Each lodge shall keep a record of all can-
didates as set forth in the application.

Sec. 2. Every person, upon application
for membership, shall be furnished a copy
of the Constitution, and upon admittance
shall sign the Constitution and By-Laws

5 and thereby agree to support the same and
6 pay all lodge demands. All copies of Con-
7 stitution and By-Laws printed in the fu-
8 ture shall have in duplicate, a blank certifi-
9 cate of membership on the inner leaf so
10 that members admitted may fill out and
11 sign and thereby conform to this section,
12 the duplicate to be detached and retained
13 by the local lodge.

Sac. 9. Candidates failing to present
2 themselves within sixty days after their
3 election and notification shall forfeit the
4 proposition fee, provided that in case of
5 sickness or other unavoidable excuse the
6 lodge may, by a majority vote, grant an
7 extension of time.

Sac. 10. Persons claiming to have been
2 members of the order, but who are unable
3 to establish satisfactorily their former
4 connection with the order, can only be ad-
5 mitted by initiation, setting forth in their
6 petition that they have never been sus-
7 pended or expelled for crime from any
8 lodge, and they are unable to obtain evi-
9 dence of their former connection with the
10 order.

Sac. 11. Any person desiring to become
2 a member of this order and who has been
3 expelled from the order, must present a
4 petition for membership, stating therein
5 the date of expulsion and for what cause
6 expelled, together with date of birth, pres-
7 ent occupation and place of residence. The
8 petition must be referred to the usual com-
9 mittee, and if said committee reports fa-
10 vorably thereon, the President shall put the
11 following question to the lodge: Will the
12 lodge ask the General President to grant
13 a dispensation to this lodge to restore
14 M. to the privileges of the order?

15 Which question shall be decided by hal-
16 lot, and if a majority of all the members
17 present vote in the affirmative, the Secre-
18 tary shall make out said request and for-
19 ward the same to the General President,
20 certified in due form. If the General Pre-
21 sident grants the dispensation applied for,
22 the candidate shall then be balloted for as
23 in other cases, which ballot is governed by
24 Section 7.

SEC. 12. Members changing their places
2 of employment shall, within ten days, or
3 not later than the end of the month, deposit
4 their transfer cards with the lodge in
5 whose jurisdiction they are employed, and
6 shall be admitted without vote. Transfer
7 cards shall be granted only to the end of
8 the month in which they are applied for.

9 In the event a member fails or refuses
10 to apply for a transfer in accordance with
11 lines 2 and 3 of this section, the lodge un-
12 der whose jurisdiction he or she is em-
13 ployed shall make the application, collect
14 arrears of dues, if any, and remit same
15 to the lodge issuing transfer. The lodge
16 issuing transfer cards shall report to Grand
17 Lodge on the monthly form provided for
18 that purpose the names of the members
19 who have taken transfer cards. The lodge
20 accepting same shall notify Grand Lodge
21 on the monthly report, giving name and
22 number of lodge members came from as
23 shown by cards. A transfer card not de-
24 posited within the time for which issued
25 shall be returned to the issuing lodge, and
26 any member failing to either deposit his
27 or her card within the required time, or
28 return same to the lodge that issued it,
29 within 30 days from date of expiration of
30 card, shall forfeit membership in the or-
31 der, and can only be readmitted by com-
32 plying with Section 7. No member under

33 charges shall be entitled to transfer card.
34 Any member applying for a transfer card
35 shall pay all dues, fines and assessments up
36 to the end of the month in which he or she
37 applies for the card. The monthly per
38 capita tax to Grand Lodge shall be paid by
39 the lodge issuing transfer card for the
40 month in which cards are issued.

Sec. 12. A withdrawal card shall be
2 granted any member in good standing who
3 desires it, upon making application in writ-
4 ing to his or her lodge, stating he or she
5 has changed occupation or is leaving the
6 railroad service and does not intend to fol-
7 low any of the occupations as specified by
8 qualifications for membership in Section
9 6, and has paid all dues and assessments
10 against him or her and is free from all
11 charges. Such member making applica-
12 tion for withdrawal card must pay all dues
13 and assessments up to the end of the
14 month in which application is made for
15 the card. In addition said member shall
16 pay 25 cents for the card. Withdrawal
17 shall date from the month in which the
18 card is issued.

Sec. 14. A member who severs con-
2 taction from the order, in the manner pro-
3 vided in the preceding section, and after-
4 wards desires to be readmitted, must, when
5 making application for readmission, pre-
6 sent withdrawal card, or if said card has
7 been lost or destroyed, must then present some
8 proof of loss. Application must be made
9 in the same manner and form as that
10 provided for admission to membership, and
11 card to be accepted by a majority vote,
12 and date to commence from date of accept-
13 ance of said card. A member requesting a
14 withdrawal card shall not be required to
15 pay any fee whatever, provided with-

16 drawal card has been deposited within 30
17 days after being re-employed at car work.
18 When withdrawal cards are accepted by a
19 lodge for the readmittance of a former
20 member, the lodge must attach the with-
21 drawal card to the monthly report to the
22 Grand Lodge. Should a withdrawal card
23 be rejected, it must be returned to the ap-
24 plicant, and no indorsement shall be made
25 thereon that he or she has been rejected,
26 but report of action of lodge must be for-
27 warded to General Secretary-Treasurer. In
28 case his or her former lodge or Grand
29 lodge demands the retention of said card,
30 it shall be forthwith returned to the au-
31 thority so demanding it.

Rejected Candidates

Sec. 15. When a candidate has been re-
jected, a true report shall be made to the
General Secretary-Treasurer, and a reject-
ed candidate shall not again be proposed
for three months.

Meetings

Sec. 16. Subordinate lodges shall hold
meetings not less than once each month,
at such times and place as shall be pro-
vided for in the By-Laws, and six members
working at the trade shall constitute a
quorum for the transaction of business.

Sec. 17. Special meetings must not be
called except on the written application of
members working at the trade. In local
lodges of less than one hundred (100)
members the application must be signed by
five (5). In local lodges of more than one
hundred (100) the application must be
signed by five per cent (5%) stating the
object of the meeting, and no business
shall be transacted excepting that stated
in the call; as many members as possible

12 shall be notified of the special meeting.

Sac. 18. Smoking while the lodge is in session shall be left to the discretion of the local lodges.

Sac. 19. Within fifteen (15) days after the close of each quarter each lodge shall submit a per capita tax report to the General Secretary-Treasurer, showing the number of members in good standing at the end of the quarter, accompanied by the monthly per capita tax of \$1.50 for each mechanic, \$1.35 for each apprentice, \$1.35 for each helper, \$1.25 for each coach cleaner, 50c for each unemployed member, 50c for each superannuated member who was superannuated after January 1, 1942, and 25c for each superannuated member who was superannuated prior to January 1, 1942, but shall not be required to pay per capita tax on any member coming in by deposit of transfer card during the month. In addition to the foregoing the Financial Secretary shall execute and submit a monthly report on which is shown the names and all other particulars of those being admitted or readmitted to membership, and those who are to be dropped from the rolls of the lodge. A fee of \$1.50 for each admitted or readmitted member to accompany the report. Such remittances to be made either by cash in registered letter, post office money order, express money order, bank draft or check. Lodges shall not be required to pay per capita tax on members receiving strike receipts.

Officers

Sac. 20. Only members in continuous good standing for one year prior to the election and who are working at any of the trades specified in Section 6. Labor-

5 dinate Lodge Constitution, and are not de-
6 barred by Section 24 or 117, Subordinate
7 Lodge Constitution, shall be eligible for
8 election as local lodge officers.

9 The elective officers of this lodge shall
10 be President, Vice President, Recording
11 Secretary, Financial Secretary, Treasurer,
12 Board of Trustees, consisting of three mem-
13 bers; one to serve six years; one for four
14 years; and one for two years; and a Local
15 Protective Board for each road, independ-
16 ent shop or joint inspection bureau repre-
17 sented in the lodge by seven or more mem-
18 bers, said board to consist of three to be
19 elected from among and by the members
20 in service on division or independent shop
21 or joint inspection bureau which the board
22 is to represent, and a Local Director of
23 Education. The appointive officers shall
24 be: Guide, Warden, Sentinel, Chaplain,
25 who shall be appointed by the President.
26 elect previous to his installation.

Sec. 21. The position of Past President
2 shall be a post of honor; the retiring Pres-
3 ident shall be eligible by law to such po-
4 sition. When new lodges are organized, he
5 or she shall be appointed by the President.

Election and Installation

Sec. 22. The election of officers shall
2 be held biennially on the first regular
3 meeting in December, and all members
4 voting must cast their ballot in person at
5 time of election. The installation of officers
6 shall be held the first meeting in January.
7 When an election is held for any officer or
8 officers, there shall be appointed by the
9 President two tellers, who shall conduct
10 the election in a just and impartial man-
11 ner. It will require a majority of all votes
12 cast to elect.

36 at the expiration of his or her term of
37 office, he or she shall deliver all the funds,
38 books and papers in his or her possession,
39 belonging to the lodge, to his or her successor
40 in office, who shall receive them and
41 according to the Constitution.

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CONSTITUTION

13 The election of officers shall be as fol-
14 lows: Should there be more than one can-
15 didate for one office, there shall be a ballot
16 taken, and the candidate having a majority
17 of all votes cast shall be declared elected.
18 When there are more than two candi-
19 dates for the same office, the one receiving
20 the least number of votes on each ballot
21 shall be dropped until an election is had,
22 but in no case shall a vote be counted that
23 is cast for a person who is not in regular
24 nomination at the time.

SAC. 23. The officers of the lodge shall
2 not be installed unless the reports, returns
3 and money due from such lodge to the
4 Grand Lodge have been paid, or the in-
5 stalling officer be satisfied that the same
6 are in actual transit to the General Sec-
7 retary-Treasurer. Should any Junior Past
8 President install the officers before such
9 reports are made out as above required,
10 he or she shall be expelled.

Delegate to Grand Lodge Convention

SAC. 24. At the regular meeting of each
2 lodge, three months prior to the holding of
3 a Grand Lodge Convention, the Local Pro-
4 tective Board Chairman shall be designated
5 as the delegate. In Joint Local, the dele-
6 gate, first alternate, and second alternate
7 shall be elected by the membership from the
8 Local Protective Board Chairmen. Each
9 lodge shall be entitled to one delegate, said
10 delegate to have one vote for every twenty
11 members or fraction thereof as shown on
12 the books of the Grand Lodge; no member
13 shall be eligible as alternate to a Grand
14 Lodge Convention who has not attended a
15 majority of the regular meetings in the
16 twelve months prior to the month in which
17 the alternates are elected, or who is not

36 at the expiration of his or her term of
37 office, he or she shall deliver all the funds,
38 books and papers in his or her possession
39 belonging to the lodge to his or her succe-
40 sor in office, when he or she has qualified
41 according to the Constitution.

SEC. 33. Board of Trustees: After each
2 election of lodge officers the Trustees shall
3 elect a Chairman. It shall be the duty of
4 the Board of Trustees to superintend and
5 examine the financial affairs of the lodge.
6 They shall meet every three months after
7 the beginning of their term and examine
8 the books of the Financial Secretary and
9 Treasurer, finances, per capita tax and
10 monthly reports, as submitted to the Grand
11 Lodge and Joint Protective Board, and if
12 such reports be correct they will endorse
13 same with their signatures. They shall ex-
14 ecute a Trustees' quarterly report, submit-
15 ting same to the local lodge at the next
16 regular meeting, a copy of which is to be
17 forwarded to the General Secretary-Treas-
18 urer. They shall have power to lease hall,
19 order all printing, stationery, books, etc.
20 and shall have general supervision over the
21 property of the lodge, and all other duties
22 assigned to them. The outgoing Board of
23 Trustees are the ones to examine the books
24 of the retiring officers.

SEC. 34. Guide. The duties of the Guide
2 shall be to arrange the hall for the use of
3 the meeting, prepare and conduct candi-
4 dates through the initiatory ceremonies and
5 assist the President in preserving order,
6 and all other duties pertaining to the of-
7 fice of Guide.

SEC. 35. Warden. The duties of the
2 Warden shall be to attend the inner door
3 admitting only those who show the proper

4 receipt, and allow none to leave without
5 permission from the President.

Sec. 36. Sentinel. The duties of the
2 Sentinel shall be to attend the outer door
3 and allow only those to enter who are in
4 possession of the proper receipt, without
5 permission from the President.

Sec. 37. The Chaplain shall perform
2 such duties as are required by the Ritual.

Sec. 38. The duties of the Local Di-
2 rector of Education shall be to stimulate
3 interest along educational lines among the
4 members of his or her lodge and to assist
5 the Director of the Grand Lodge Trade
6 Educational Bureau in the dissemination of
7 information pertaining to their respective
8 trades.

Officers Absent

Sec. 39. Any officer absent from three
2 regular meetings in succession shall be
3 notified by the Recording Secretary to at-
4 tend the next regular meeting; failing to
5 do so, he or she shall be removed and can-
6 not again hold office for the period of one
7 year; sickness, absence from the city or
8 employment excepted.

Fees and Dues

Sec. 40. The initiation and readmittance
2 fee for mechanics shall not be less than
3 \$20.00, and for apprentices, helpers and
4 coach cleaners, not less than \$12.00. The
5 monthly dues to local lodges shall not be
6 less than \$3.00 for mechanics, \$2.75 for
7 apprentices and helpers, \$2.50 for coach
8 cleaners. The sum of 25 cents for a with-
9 drawal card shall be paid to the Secretary
10 on application for same.

Disabilities and Benefits

Sec. 41. In case of injury, sickness or death of any member of this Brotherhood, aid shall be determined by the subordinate lodge of which he or she is a member. The General President shall not be required to sign appeals for aid.

Sec. 42. Whenever any member is injured or taken sick, he or she shall notify the sick committee, who shall visit him or her at least twice a week. They shall submit a written report to the lodge as to the date of accident, extent and nature of the injury or sickness at the next regular meeting.

Sec. 43. No member shall be allowed any ailment money until he or she has been one month a member; and no member shall receive any benefits who has two months' dues or assessments against him or her.

Sec. 44. In case of death no member shall be allowed any funeral expenses until the deceased has been one year a member, and there shall not be two months' dues or assessments against said member.

Sec. 45. A member of a lodge that pays sick benefits can, when away from home, apply for aid in case of sickness or injury, to the nearest master lodge.

Sec. 46. The lodge to which the application is made shall at once make inquiries of the lodge to which the member belongs as to his or her standing, and, if the member is entitled to sick benefits, they shall pay the benefits provided in the Bylaws of his or her lodge, rendering a bill at the end of each week and statement of the condition of the member. Any lodge

10 receiving such a bill for benefits paid by
11 a sister lodge shall draw an order on the
12 Treasurer in favor of the lodge giving the
13 aid and forward at once.

Sec. 47. Should a sick member need at-
2 tendance at night, it shall be the duty of
3 the Recording Secretary or sick commit-
4 tee to notify all members in rotation as
5 they stand on the books, two for each
6 night; and any member refusing or neg-
7 lecting to perform such duties shall be
8 reported to the lodge. Any member fail-
9 ing or refusing to sit up with a sick mem-
10 ber, after receiving notice from the Rec-
11 ording Secretary or sick committee, shall be fined
12 one dollar or be suspended at the decision
13 of the lodge; provided, that any member
14 may have the privilege of employing a
15 substitute and reporting the same to the
16 Secretary in proper time.

Sec. 48. A member who shall have been
2 fined in accordance with the preceding
3 section shall not be required to watch a
4 second time until the roll has been regu-
5 larly gone through with and his or her
6 time for watching has again been reached
7 in regular order.

Sec. 49. No benefits shall be paid to
2 any member whose sickness or total dis-
3 ability originated from intemperance or
4 other misconduct, nor shall they be entitled
5 to any benefits for any disease or disable-
6 ment by which they were afflicted before
7 their admission to the order.

Sec. 50. If a member, not in arrears,
2 should sustain an injury or take sick, said
3 member cannot become delinquent while
4 sick or deprived of the weekly benefits,
5 provided said member notifies the secretary

tion, unless unable to attend for just and sufficient reasons. A member shall be required to advise the Recording Secretary in a written statement justifying his absence, and this to be done in the current month; a majority vote of the members in attendance at the meeting to determine acceptance or rejection of the offered excuse. A record of attendance and excuses for absence to be kept by the local lodge.

Sec. 27. In the absence of the President the Vice-President shall preside; in the absence of both, the Recording Secretary or some member may call the meeting to order, when the lodge may by viva voce select some one to preside pro tem.

Duties of Officers

Sec. 28. President. The President shall preside at all meetings of the lodge, preserve order and enforce the laws thereof; shall see that all officers perform their duties; decide all questions of order subject to an appeal to the body; appoint all officers and committees not otherwise provided for; but shall not vote except on ballot or in case of a tie; and together with the Recording Secretary shall call special meetings when requested by written application of five members provided always such application is in accordance with and does not conflict with the Constitution, and shall sign all orders on the Treasurer. The President shall have power to oblige scattered farmers working at points under the jurisdiction of the lodge, or any who are working nights and are unable to attend lodge meetings, and shall perform such other duties as properly appertain to the office.

Sec. 29. The Vice-President shall be the chief counselor of the President and shall assist in the discharge of all duties; in the absence of the President such duties shall devolve upon and be performed by the Vice-President, with all the power and privilege of the President.

Sec. 30. Recording Secretary. The Recording Secretary shall have the custody of the records and seal of the lodge, and shall keep a true record of the proceedings of each meeting, and when approved, shall record the same in a book kept for that purpose. The Recording Secretary shall attend to the correspondence and shall countersign all orders on the Treasurer, and shall attest all documents with the seal of the lodge, notify members of special meetings and notify applicants for membership of their acceptance or rejection; also notify the Board of Trustees of matters referred to them and special committees of their appointment, and enter on the minutes the names of all officers absent at any regular or special meeting, and record all reports offered and accepted. The Recording Secretary shall present all books and papers to the proper officers for inspection whenever directed by the President or lodge to do so, and shall, with all books and papers at the end of each quarter, assist the Trustee and Financial Secretary in auditing all lodge books. After the regular election of officers the first meeting in December, the Recording Secretary shall forward to the General Secretary-Treasurer a complete list of officers elected and their addresses on a form provided for that purpose and under the seal of the lodge, and shall perform such other duties as may be required by the lodge, and at the expiration of his or

36 her term of office shall turn over to his
37 or her successor all the books, papers, rec-
38 ords and seal of the lodge.

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40 be bonded in some surety company in the
41 sum of not less than \$200.00, as provided
42 for by the Grand Lodge Constitution, pre-
43 mium to be paid by the lodge, and where
44 business of the lodge will justify, the Fi-
45 nancial Secretary may be supplied with a
46 seal at the expense of the lodge.

SEC. 22. Treasurer. The Treasurer shall
2 receive from the Past Treasurer and other
3 officers any and all moneys belonging to
4 the lodge, giving a receipt therefor, and
5 invest and appropriate the same in the
6 manner hereinafter described, and shall
7 keep a correct account of all moneys re-
8 ceived and expended, and shall report the
9 same quarterly to the lodge, in writing. All
10 disbursements must have the order of the
11 President, countersigned by the Record-
12 ing Secretary. For relief to members and
13 burial expenses the Treasurer must have
14 the vouchers of the Board of Trustees,
15 countersigned by the President, Financial
16 Secretary and Recording Secretary. The
17 Treasurer shall not retain in his possession
18 any of the funds of the lodge. He is re-
19 quired to deposit in a bank all moneys that
20 he receives from the Financial Secretary
21 or any other officer of the lodge. The
22 Treasurer shall forward all Joint Protec-
23 tive Board dues to the Secretary-Treasurer
24 of the Joint Protective Board and all Grand
25 Lodge dues and assessments to the General
26 Secretary-Treasurer promptly, as provided
27 for in the Constitution. The Treasurer
28 shall be bonded in some surety company
29 in the sum of not less than Two Hundred
30 Dollars (\$200.00), as provided by the Grand
31 Lodge Constitution, premium to be paid
32 out of the treasury of the lodge. All books
33 and papers of the Treasurer shall be open
34 for inspection by the President and Board
35 of Trustees at each regular meeting; and

6 of the lodge immediately in writing, to
7 enable the sick committee to visit him or
8 her, as provided in Section 42, but the
9 members dues and assessments must be
10 deducted from such benefits, and if the
11 lodge pays no benefits his or her dues
12 and assessments shall be advanced by the
13 lodge, but for not more than six months.

SEC. 51. Any member using improper
2 means to secure benefits, or making false
3 statements for that purpose, or falsely
4 accusing any officer or member of a Sub-
5 ordinate Lodge, shall, on proof of same, be
6 fined \$25.00, or expelled.

Liabilities

SEC. 52. Charges, when preferred, shall
2 be in writing, signed by a member of this
3 lodge, stating the particulars with reason-
4 able clearness, a copy of which shall be
5 placed in the possession of the accused
6 at least seven days prior to the trial by
7 a special committee. Any member or mem-
8 bers preferring charges against a member
9 or members, and failing to prove his
10 charges will be subject to the penalties as
11 set forth in Section 59 hereof.

SEC. 53. The President shall, immedi-
2 ately after the reading of the charges, ap-
3 point a committee of not less than three
4 Upon the appointment of the committee
5 the Recording Secretary shall forthwith
6 deliver to the said committee the original
7 charges, and also a copy of the same, cer-
8 tified under the seal of the lodge. The
9 committee, upon setting a time for trial,
10 shall issue to the accused summons to ap-
11 pear before them, which summons shall be
12 accompanied by a certified copy, above
13 mentioned, and shall be as follows: Lodge

14 No..... B. R. C. of A.19.....
15 For....., Sir and Brother or Sister.
16 You are hereby notified that on.....
17 day of.....19..... charge, of which a
18 certified copy under the seal of the lodge
19 herewith on you, was filed in the said
20 lodge, and was referred for trial to the
21 undersigned. You are hereby summoned to
22 appear before said committee at.....
23 on the..... day of.....19..... at.....
24 o'clock p. m. of that day to answer to said
25 charge, and proceed with the trial thereof;
26 in default of which you will be reported
27 to said lodge as being guilty of contempt
28 thereof.

Ser. 54. The chairman of the committee
2 shall administer all affirmations to wit-
3 nesses. The following form shall be used:
4 "Upon your honor as a member of the or-
5 der of the B. R. C. of A. do you solemnly
6 affirm that the evidence you shall give in
7 the case shall be the truth, the whole truth
8 and nothing but the truth?"

Ser. 55. The special committee shall
2 meet at once and appoint a chairman and
3 secretary.

Ser. 56. The secretary of the committee
2 shall notify the accused, said notice to be
3 sent to his or her last known residence,
4 and shall be deemed sufficient notice
5 thereof.

Ser. 57. The accused and accuser may
2 select any member in good standing as their
3 counsel. The accused, accuser and their
4 counsel shall have the right to hear all
5 testimony and question all witnesses at the
6 trial. If the accused or accuser be unable
7 to attend trial, their counsel shall have the
8 right to attend as their representative. The

9 committee shall be authorized to summon
10 all witnesses, but only one witness shall be
11 admitted at a time to present his or her
12 testimony.

Sec. 58. The committee shall agree upon
2 a verdict and reduce to writing and pre-
3 sent to lodge, and it shall be entered on
4 the minutes.

Sec. 59. If no member offers a motion
2 to prescribe the punishment, then it shall
3 be the duty of the President, without
4 motion, to spread the ballot for the high-
5 est punishment (expulsion). Should two-
6 thirds of the members present vote in fa-
7 vor thereof, the accused shall be declared
8 expelled. If that be lost, then a less term
9 of punishment shall be voted for until the
10 punishment of the lodge is declared. The
11 grades of punishment shall be as follows:
12 Expulsion, suspension, reprimand, fine or
13 removal from office.

Sec. 60. When the verdict is announced
2 from the chair, it shall be entered on the
3 minutes, and the secretary shall forward a
4 copy thereof to the accused and the accuser
5 under the seal of the lodge.

Sec. 61. When misconduct has been con-
2 fessed by the accused, the lodge shall pro-
3 ceed to vote upon his or her punishment
4 without trial.

Sec. 62. Any member failing to appear
2 for trial or appoint counsel to represent
3 him or her shall be reported guilty by
4 default of the offense with which said
5 member is charged.

Sec. 63. No person not a member of
2 this order can testify as a witness before

any trial committee, but the testimony of an outsider may be taken by a trial committee in such a way that the outsider will not know what use is to be made thereof.

Sec. 64. If a member is convicted of any offense, the penalty of which is specified, the President shall enforce it.

Sec. 65. If the report of the committee is not approved, or should the committee fail to reach a verdict, they shall report same to the lodge and a new committee shall be appointed and proceed as the first.

Sec. 66. In case the President be concerned, the Vice-President shall appoint the committee, and in case the Vice-President be concerned the next lower officer shall appoint the committee.

Sec. 67. Any member feeling that he or she has been unjustly convicted can make an appeal in writing within thirty days to the Recording Secretary of the lodge, and by him entered into the records of the trial.

Sec. 68. A copy of appeal and charges preferred, testimony offered and verdict rendered, shall be forwarded to General President under seal of the lodge, and an appeal from the decision of the General President may be made to the General Executive Board and/or Grand Lodge; the same course to be pursued as in the first appeal, and under the signature and seal of the General Secretary.

Sec. 69. Any member away from home may be tried by any sister lodge; as provided by Sections 52 to 69, and a full copy of the proceedings of trial shall be sent to lodge of which he or she is a member and entered on records of lodge.

Local Protective Board

Sec. 70. All subordinate lodges shall in accordance with Section 20 elect a local protective board from among and by, the members in service, said board to consist of a chairman, vice-chairman and secretary. A member who holds an official position with a company, such as foreman or assistant foreman, or who is a member of another Railway Labor Organization, shall not be eligible to serve on the local protective board. Said board shall be elected at the first regular meeting in the month of December and shall serve for the ensuing two years or until their successors have been duly qualified. ~~The chairman shall be a journeyman and shown on the mechanics~~ ~~seniority roster. When any local chairman~~ ~~has been elected to the Joint Protective~~ ~~Board chairmanship on salary, he shall be~~ ~~relieved of the duties of local chairman, or~~ ~~should the office of local protective board~~ ~~chairman, vice-chairman or secretary be-~~ ~~come vacant through any cause, the lodge~~ ~~shall immediately elect another to fill such~~ ~~vacancy. The Recording Secretary of the~~ ~~lodge shall notify the General Secretary-~~ ~~Treasurer of their election. Upon applica-~~ ~~tion to the General President, under the~~ ~~seal of the lodge, dispensations may be is-~~ ~~sued to add one or more members to the~~ ~~local protective board, whose duties and~~ ~~authorities shall be clearly stated in such~~ ~~dispensation.~~

Joint Protective Board

Sec. 71. On any line or system of railway or other company where three or more lodges are located, there shall be a Joint Protective Board formed as soon as possible, following the biennial election of local protective boards, to consist of the

7 chairmen of the various local protective
8 boards on that line or system of railroad
9 or other company. In the event of the in-
10 ability of the chairman of the local protec-
11 tive board to attend the meeting of the
12 Joint Protective Board, the vacancy shall
13 be filled by the vice-chairman of the local
14 Protective Board. If the Chairman and
15 the Vice-Chairman are unable to attend the
16 Secretary of the Local Protective Board
17 shall attend. If the Chairman, Vice-Chair-
18 man and Secretary of the Local Protective
19 Board are unable to attend the Local Lodge
20 shall elect a member to attend the meeting
21 of the Joint Protective Board. The Chair-
22 men of the Local Protective Boards shall ar-
23 range to organize a Joint Protective Board.
24 In the event of the failure of the local
25 chairmen to fix a date for the organiza-
26 tion of the Joint Protective Board, the date
27 and place of meeting may be fixed by the
28 General President, upon application of one
29 or more lodges on such system. If less
30 than three lodges are located on any sys-
31 tem, the chairman and secretary of local
32 board shall, when necessary, assume the
33 authority and perform the duties of the
34 Joint Protective Board. The chairman of
35 each local protective board shall have one
36 vote for each twenty members or fraction
37 thereof, that he represents; vote shall be
38 based on membership shown on Grand
39 Lodge per capita tax report for the quarter
40 preceding date of Joint Protective Board
41 Convention. Any Joint Protective Board
42 composed of five or more lodges may elect
43 an executive committee of five members,
44 who shall have one vote each. The chair-
45 man, vice-chairman and secretary-treasurer
46 by virtue of their offices, shall be three
47 members of this committee, and two addi-
48 tional members shall be elected from among
49 the members of the Joint Protective Board.

50 who shall serve two years or until their
51 successors have been duly elected. The
52 General President may approve additional
53 members to the Executive Committee if,
54 in his opinion, it will promote the welfare
55 of the Joint Protective Board. They shall
56 be subject to the call of the chairman.
57 When it is the desire of local lodges or
58 Joint Protective Boards to consolidate for
59 the purpose of effecting economies, or to
60 improve representation of their members,
61 the lodge or Joint Protective Board shall
62 propose such consolidation in writing to
63 the lodge or Joint Protective Board with
64 which they wish to consolidate. A copy
65 of this correspondence to be furnished the
66 General President and the Secretary of
67 the Joint Protective Board or Boards, in-
68 volved. Upon receipt of same the General
69 President shall assign his representative to
70 assist in functions necessary to such con-
71 solidation and to effect compliance with
72 the other applicable sections of the Grand
73 and Subordinate Lodge Constitution.

Officers of the Joint Protective Board

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18 the duties of the offices as hereinafter
19 provided, and will have a voice but no vote
20 in the proceedings of the Board; other-
21 wise, they shall have and assume all rights
22 and powers vested in said officers of the
23 Joint Protective Board under the general
24 rules of this Brotherhood. In the event of
25 a vacancy in any of the said offices, the
26 General Chairman shall have the right to
27 fill said vacancy, subject to the approval
28 of the Executive Committee. A member
29 of any Protective Board failing or refusing
30 to attend a meeting after proper notifica-
31 tion, shall, unless excused for good and
32 sufficient cause, be removed from office.
33 It shall be the duty of each Joint Protec-
34 tive Board to carefully investigate all mat-
35 ters placed in its hands. It shall have
36 power to alter, amend, add to or strike
37 out any part or all of any complaint or
38 claim submitted. After the board has de-
39 cided on the justice of any claim or com-
40 plaint, it shall proceed with an effort to
41 adjust the same with the general officers
42 of the road, bureau or association with
43 which said road is affiliated. Any officer
44 or member of a Joint Protective Board
45 may be removed for cause by majority
46 vote of the Board, provided, however,
47 that when charges are preferred against
48 an officer or member of a Joint Protec-
49 tive Board, they shall be in writing, signed
50 by a member of the Board, stating the
51 particulars with reasonable clearness, and
52 submitted to the Secretary-Treasurer of
53 the Joint Protective Board, who will fur-
54 nish a copy of same to the accused at
55 least fifteen (15) days prior to the trial
56 by a special committee of not less than
57 three (3), who shall be appointed by the
58 General Chairman (if the General Chair-
59 man is the accused, the Vice General
60 Chairman shall appoint the committee).

61 The committee shall set a time and place
62 for the trial, notifying the accused and
63 accuser of same and shall proceed in the
64 same manner as provided for in Sections
65 52 to 66, inclusive, Subordinate Lodge
66 Constitution. If the accused feels that he
67 or she has been unjustly convicted, he
68 or she can make an appeal in writing
69 within thirty (30) days to the Secretary-
70 Treasurer of the Joint Protective Board
71 and by him entered into the records of
72 the trial.
73 A copy of appeal and charges preferred,
74 testimony offered and verdict rendered,
75 shall be forwarded to General President
76 under seal of the Joint Protective Board,
77 and an appeal from the decision of the
78 General President may be made to the
79 General Executive Board and/or Grand
80 Lodge; the same course to be pursued as
81 in the first appeal, and under the signa-
82 ture and seal of the Secretary-Treasurer
83 of the Joint Protective Board. It shall be
84 the duty of executive committee to work
85 in conjunction with Chairman of Joint
86 Protective Board to promote the welfare
87 of the membership on their system. They
88 shall render decisions on all cases and
89 matters submitted to them by Chairman
90 of Joint Protective Board. The Vice-Chair-
91 man and two elected members shall con-
92 stitute the audit committee. They shall
93 meet just prior to the regular meeting of
94 the board for the purpose of auditing the
95 books and accounts of the Secretary-
96 Treasurer. They may be convened for this
97 purpose at any subsequent time by the
98 Chairman if deemed advisable, or in case
99 of the death or resignation of the Secre-
100 tary-Treasurer. The Chairman of the Joint
101 Protective Board shall, by virtue of his
102 office, be a representative to the Railway
103 Employees' Department of the American

184 Federation of Labor, for the system on
185 which he is employed.

Duties of Officers of the Joint Protective Board

Sac. 73. The Chairman of the Joint Protective Board shall preside at the meetings of the board, act as its executive head and see that the laws and rules of the Brotherhood are observed, and shall make a quarterly report of all grievances handled, a copy of same to be submitted to all lodges on his system, also a copy to be sent to the General President. In the event of his absence at any meeting, or his inability to act at any time, the First Vice-Chairman shall act as Chairman; and in case of vacancy in the office of Chairman, he shall succeed to that office. The Secretary shall keep a correct record of the proceedings, issue notices of meetings when so directed by the Chairman. He shall have charge of the books and records of the board. He shall make a detailed quarterly report of all money received and disbursed during such period, a copy of same to be submitted to each lodge on his system, also a copy sent to the General President. The Chairman and Secretary shall be provided with a Joint Protective Board seal. The Secretary shall, without delay, furnish the General President a copy of all schedules, rules and rates of pay agreed to by the board, and make a report of all grievances disposed of at each meeting of the Joint Protective Board. He shall send to each lodge on his system and to the General President a true copy of the minutes thereof. After the biennial election of officers of the Joint Protective Board, the Secretary shall notify the General President of the names of officers elected and their addresses, and shall notify that

40 officer of any change in the officers of
41 the board at any time during his term
42 of office. When an assessment has been
43 levied as provided for in Section 78 of
44 these rules, he shall at once notify the
45 Financial Secretary of each lodge on his
46 system, giving the amount of the assess-
47 ment levied on each member. He shall
48 attend each meeting of the Joint Protec-
49 tive Board and submit a report of his
50 receipts and expenditures during his term
51 of office. His books and papers shall be
52 open for inspection by the chairman and
53 auditing committee at any time, and at
54 the expiration of his term of office he
55 shall deliver all funds, books and papers
56 in his possession belonging to the Joint
57 Protective Board to his successor in office
58 when he has qualified according to the
59 Constitution. Any Chairman working under
60 these laws will be expected to obviate, as
61 far as possible, expenses of Local and Joint
62 Protective Boards, and visit all lodges on
63 his system twice a year, if possible; he
64 shall have authority to decide or make
65 settlements of any case placed in his hands
66 subject to appeal to the Joint Protective
67 Board. The Secretary of the Joint Protec-
68 tive Board shall keep a correct account of
69 all moneys as received and disbursed by
70 him in a ledger for that purpose. Any two
71 or more systems may consolidate under one
72 Joint Protective Board by a majority vote
73 of each system affected, subject to the
74 approval of the General President. The
75 General President shall have control, with
76 the approval of the General Executive
77 Board and upon request of one-third of the
78 lodges on the system, to assume jurisdic-
79 tion over the affairs of any Joint Protective
80 Board for the protection of the membership
81 as represented by the Joint Protective
82 Board.

SUBORDINATE LODGE
Consideration of Grievances

2 he or she has been unjustly dealt with
3 by his or her employer or that he or she
4 has been otherwise aggrieved, shall make
5 a statement of the grievance in writing,
6 and present of the grievance to the Local Protective
7 Board for consideration, and if sustained
8 by them they shall immediately take the
9 matter up with the proper officials, and
10 use all up with the proper officials, and
11 report on the result of their action, and
12 report of their action, and if sustained
13 lodge. If the result is not satisfactory, it
14 shall be referred to the Joint Protective
15 Board. But local boards must for further of the
16 Joint Protective Board. If the board, in their
17 report, states that a member has
18 been expelled, upon conviction thereof, he
19 shall be expelled. Any member, including the complainant,
20 who verbally, by writing or otherwise com-
21 municates with an official or officials of
22 the company, or others, interfering with a
23 grievance or any other matter being han-
24 dled by or through the local or Joint Pro-
25 tective Board, will be liable to revocation
26 of membership. When a Local Protective
27 grievance referred to it, as provided in the
28 foregoing rules, and if the Local Protective
29 Board of the local lodge shall immediately
30 send a certified copy of the grievance to
31 the General Chairman of the Joint Pro-
32 tective Board, who shall, as soon as pos-
33 sible, handle the grievance to a conclusion.

43 If a decision is made by the General Chair-
44 man that is not satisfactory to the ag-
45 grieved, he may appeal the decision to the
46 Executive Board of the Joint Protective
47 Board, to the General President, and from
48 the General President's decision to the
49 General Executive Board, and from their
50 decision to the Grand Lodge Convention.
51 When a member or a lodge desires to pre-
52 sent an appeal from the decision of the
53 General President and/or the General Ex-
54 ecutive Board to the Grand Lodge, said
55 appeal, in writing, shall be submitted to
56 the General Secretary-Treasurer at least
57 thirty (30) days prior to the Convention,
58 unless the decision of the General President
59 and/or the General Executive Board was
60 rendered after the thirty day limit.

General President Shall Meet Joint Protective Board

Sec. 75. When the General President re-
2 ceives a request, he shall, in preference to
3 all other business, except while in attend-
4 ance of the sessions of the Grand Lodge,
5 meet (or designate an officer of the Grand
6 Lodge to act for him) with the Joint Pro-
7 tective Board, and renew all honorable
8 methods in effect an amicable and satisfac-
9 tory adjustment of the grievance. Failing
10 in this, the General President and Joint
11 Protective Board shall have authority to
12 sanction a strike; that is, to approve of a
13 concerted and peaceful withdrawal from
14 the service of all members of the Brother-
15 hood employed on all or part of the System,
16 Railroad or Company on which grievances
17 exist, provided such action is agreed upon
18 by two-thirds vote of the members em-
19 ployed on the System, Railroad or Company
20 involved and that all Presidents and Re-
21 cording Secretaries of the lodge or lodges
22 involved shall secure a strike vote on

23 printed ballots furnished by Secretary of
24 the Joint Protective Board. After vote is
25 taken, ballots to be returned to Secretary
26 of Joint Protective Board by registered
27 mail, as per instructions issued at time of
28 taking vote.

Failure to Abide by Decision of Joint
Protective Board—Penalty

Sec. 76. Whatever action may be taken
2 by the Joint Protective Board of any sys-
3 tem within the meaning of the above sec-
4 tion shall be law to the lodges on that
5 road until the next meeting of the Grand
6 Lodge, and if any member fails to carry
7 out their instructions he or she shall be
8 expelled from the Brotherhood for violation
9 of obligation. In the event of a strike the
10 General President shall be the recognized
11 leader and, in conjunction with the Gen-
12 eral Secretary-Treasurer, after having re-
13 ceived the approval of the General Execu-
14 tive Board, shall have authority to ap-
15 propriate from the Protective Fund such
16 moneys, for legal advice and incidental
17 expenses, as in their judgment is required
18 for a successful prosecution of the strike.
19 The General President and Joint Protec-
20 tive Board have the authority to terminate
21 a strike, but in the event of a difference
22 of opinion, and upon application of either
23 party, it shall be the duty of the General
24 Executive Board to immediately meet with
25 the General President and the Joint Pro-
26 tective Board and decide the question, and
27 the decision of the General Executive Board
28 shall be final and binding.

Inciting Strike—Penalty

Sec. 77. Any member or members in-
2 citing a strike or participating therein, ex-
3 cept as mentioned in Sections 75 to 77,
4 shall be expelled. The lodges in whose
5 jurisdiction an unauthorized strike occurs,

6 shall within fifteen days expel all mem-
7 bers engaged in such strike. While under
8 charges for engaging in an unauthorized
9 strike, no member shall be granted a trav-
10 eling card, transfer or withdrawal card.
11 If within fifteen days the lodge does not
12 expel the members engaged in this strike
13 the charter of the lodge may be revoked by
14 the General President, who shall transfer
15 the members not taking part in such strike
16 to other lodges.

System Protective Fund

Sec. 78. On all lines where a Joint
2 Protective Board has been organized, a
3 system protective fund shall be created by
4 monthly assessments not to exceed two dol-
5 lars per month per member, as shall be
6 levied by the Joint Protective Board, ex-
7 cept in case of emergency, when a suf-
8 ficient amount may be levied to defray
9 expenses of the board. Said fund shall be
10 collected by the Financial Secretary of
11 each lodge on the system and turned over
12 to the Treasurer, who shall forward the
13 same monthly to the Secretary-Treasurer
14 of the Joint Protective Board, who will
15 thereupon receipt for same to the Treas-
16 urer of each lodge. Any member two
17 months in arrears for Joint Protective
18 Board assessments shall be suspended, and
19 any Treasurer failing to make remittance
20 of same to the Secretary-Treasurer of Joint
21 Protective Board at the end of each quar-
22 ter shall be suspended. No member shall
23 be seated in a Joint Protective Board Con-
24 vention or be eligible to any office thereof
25 whose local lodge is three or more months
26 in arrears to the Grand Lodge Joint Pro-
27 tective Board or Legislative Board. Sec-
28 retary and Treasurer of Joint Protective
29 Board shall deposit the funds of the Joint
30 Protective Board in a bank designated.

31 by the Executive Committee, and he shall
32 be bonded in a surety company for the
33 sum of not less than one thousand dol-
34 lars as prescribed in Section 12, Grand
35 Lodge Constitution. Providing however, in
36 a case of a lodge composed of employees of
37 more than one line, system of railway, or
38 other company, the members of said lodge
39 shall be assessed the same amount assessed
40 to the members in other lodges on the same
41 line, system of railway, or other company.

Expenses of Joint Protective Board and How
Paid

Sac. 79. The System Protective Fund
2 shall be used for defraying the expenses of
3 the Joint Protective Board, salaries of del-
4 egates, salary of the General Chairman,
5 and other Joint Protective Board officers.
6 Also all reasonable expenses for telegraph-
7 ing, typewriting, postage, stationery, hall
8 or office rent, and all other legitimate ex-
9 penses. The salary of a Chairman of any
10 Joint Protective Board shall be determined
11 by the members of the Board.

Arrearages

Sac. 80. When members are sixty (60)
2 days in arrears they shall be dropped for
3 non-payment of dues and assessments, and
4 it shall be announced at the next regular
5 meeting of the lodge, and any Financial
6 Secretary failing to announce the delin-
7 quent members shall be reported to the
8 lodge and the office declared vacant. Mem-
9 bers dropped, in accordance with this Sac-
10 tion, or Section 11, Grand Lodge Consti-
11 tution, believing that they have been
12 wrongfully dropped, shall have the right
13 of appeal, providing said appeal is pre-
14 sented in writing to the Recording Secre-
15 tary of the lodge within thirty (30) days
16 from the date that they were dropped, if

17 the decision of the lodge is not satisfactory
18 to the member, they shall have the right
19 to appeal to the General President.

Sac. 81. Members dropped for non-
2 payment of dues, as per Section 80, or
3 Section 11, Grand Lodge Constitution, wish-
4 ing to be readmitted to membership, shall
5 make application to lodge through some
6 member or Secretary, and shall pay the
7 regular readmittance fee as provided for
8 in Section 40. Such application shall be
9 referred to Committee on Investigation,
10 who shall report at next regular meeting,
11 when a ballot shall be had and, if a major-
12 ity of the votes be favorable, the applicant
13 shall be declared elected. A member dropped
14 for non-payment of dues and assessments
15 cannot join any lodge as a new member.

Sac. 82. Members must pay dues in
2 advance. Any member neglecting to pay
3 his or her dues for such length of time as
4 to be debarred by Section 80 cannot be
5 permitted to come forward and pay his or
6 her dues so as to entitle him or her to
7 benefits.

Sac. 83. Any member of a lodge leaving
2 the railway service and engaging in any
3 other lawful business, may retain his or
4 her membership as long as he or she keeps
5 his or her dues and assessments paid.

Sac. 84. In the absence of Trustees the
2 President shall appoint a committee of
3 three to audit all bills, and when presented
4 shall be approved by a two-thirds vote.

Subordinate Lodge Regulations

Sac. 85. Joint Protective Boards and
2 local lodges shall have the power of making
3 rules and regulations for their own wel-
4 fare, and that such rules and regulations
5 shall be entered in a separate By-Law
6 Book; provided always that such rules

7 and regulations are in accordance with,
8 and do not conflict with, the Constitution.
9 Such Rules and By-Laws shall not be-
10 come effective until approved by the Gen-
11 eral President.

Sec. 86. Any person joining this Broth-
2 erhood under an assumed name, or know-
3 ingly having any concealed bodily ailment
4 that has a tendency to shorten life, and
5 afterwards found to be so, shall be expelled
6 and can never be readmitted. His or her
7 name, with aliases, shall be sent to the
8 General Secretary-Treasurer, and he shall
9 notify all lodges.

Sec. 87. Any member shall be admit-
2 ted as a visitor to any sister lodge when
3 he or she presents proper receipt showing
4 him or her to be in good standing in his
5 or her lodge.

Sec. 88. No member shall be elected or
2 appointed contrary to his or her wishes,
3 but any member refusing to serve in an
4 office or on any committee, after being
5 elected or appointed thereon, shall be fined
6 one dollar.

Sec. 89. Any member of an investigat-
2 ing committee, who has a proposition for
3 membership and fails to report at next
4 meeting in writing or in person, shall be
5 fined 25 cents for each offense.

Sec. 90. A proposition for membership
2 may be withdrawn previous to the report
3 of the investigating committee, but not
4 after the committee has reported.

Sec. 91. The first one named or elected
2 on a committee shall be temporary chair-
3 man and may call a meeting thereof by
4 notifying the others at such time and place
5 as he or she may think proper, when they
6 can organize permanently by the election
7 of a chairman and secretary.

Sec. 92. Every member accepting an office in the lodge, or appointed thereto, obligates himself or herself, to be present at every meeting. Failing to do so, the member may be fined, unless satisfactory excuse is rendered.

Sec. 93. All members shall be required to notify the Financial Secretary of any change of residence within one month of such change.

Sec. 94. Any member engaging in any unlawful business shall at once withdraw from the order; failing to do so, the Financial Secretary shall at once notify said member and such member shall be expelled at the next regular meeting.

Sec. 95. Any member of a committee or officer of this lodge wishing to resign shall offer his resignation in writing, and action shall be taken at next regular meeting.

Sec. 96. Any member who has been expelled for misdemeanor or who maliciously violates his or her obligation, or travels on a card after same has expired, shall, by order of the lodge, be reported to the General Secretary-Treasurer, who will notify all lodges, giving charges, name, occupation and address.

Sec. 97. Any member who shall by any means make known the name of a member who may have offered or reported against the application of any person for membership, so that the applicant becomes acquainted therewith, shall, upon proof thereof be suspended.

Sec. 98. The Brotherhood shall be left free to discuss politics and let each member use his or her own judgment and vote for the best interest of organized labor.

Duplicate Receipts

Sec. 99. The Grand Lodge shall provide at reasonable cost books of duplicate receipts, unemployed and superannuated receipts to be issued to local lodges free of charge. Members shall not be required to pay dues when through strikes they are out of employment for a full calendar month.

Unemployment Receipts

Clause (a). Any member of a local lodge who through sickness or injury or without fault on his or her part is unemployed for the major portion of the working days established by agreement in any calendar month, is entitled to an unemployment receipt for that month, and thereby excused from the payment of the regular monthly dues upon complying with the following provision in relation thereto: (1) He or she shall register his or her name and address in the out-of-work book each week during the period of his or her unemployment, or in case of disability he or she shall communicate the fact to the Financial Secretary of the local lodge of which he or she is a member. (2) He or she shall pay in full all dues and assessments up to the end of the month preceding the date of his or her unemployment. (3) He or she shall make application for an unemployment receipt before the close of the month for which the receipt is claimed.

Conditions of Issue

Clause (b). Unemployment receipts are issued for the purpose of aiding members of local lodges to maintain their good standing in their respective lodges; and each member, through his or her lodge, shall pay to the Grand Lodge the sum of 50c for

7 each month he or she is unemployed; this
8 50c to be placed in the Death and Total
9 Disability fund. Members who have re-
10 ceived unemployment receipts shall report
11 to the Financial Secretary of the local
12 lodge immediately upon again securing em-
13 ployment. Unemployment receipts shall not
14 be issued to members of local lodges who
15 are on vacation or engaged in work speci-
16 fied in Section 6, Subordinate Lodge Con-
17 stitution.

Violations

Clause (c). Any member who violates
2 any of the provisions of this section, or
3 who obtains an unemployment receipt by
4 any false pretense or misrepresentation of
5 the facts, shall be subject to such fines
6 and penalties as may be decided upon by
7 the local lodge of which he or she is a
8 member.

Lapsed Lodge

Sec. 100. A lodge whose charter has
2 been voluntarily surrendered or reclaimed
3 by the Grand Lodge shall be known as a
4 lapsed lodge.

Sec. 101. The president of a lapsed
2 lodge shall deliver on to the Grand Lodge,
3 within thirty days after the dissolution of
4 the lodge, the charter, seal, rituals, an-
5 written work, all reports and all other sup-
6 plies furnished by the Grand Lodge, and
7 effects of the lodge at the time of dissol-
8 ution, and all moneys left in the hands
9 of the Treasurer at the time such lodge
10 lapsed must be turned over to the General
11 Secretary-Treasurer. Any President failing
12 to comply with the provisions of this sec-
13 tion shall forever be excluded from mem-
14 bership in this order.

Sec. 102. Should a lodge, on or before
surrendering its charter or failing from
any cause to continue as a working lodge,
divert the property or funds of the lodge
from the objects and purposes for which
they are designated, by dividing the same
among the members or appropriating them
to any purpose or object not recognised by
the order, any member participating there-
in shall be reported to the Grand Lodge
as having acted dishonorably to the order,
and shall be debarred from ever again
uniting therewith without making due re-
paration therefor.

Sec. 103. Members of lapsed lodges shall
be furnished transfer cards by the General
Secretary-Treasurer upon application being
made to said officer for same. Said appli-
cant to pay three months' dues and the
sum of 10 cents for the card, but if Grand
Lodge records show he or she has ever
been expelled he or she shall be refused
a card and can only be readmitted by the
lodge he or she seeks to join complying
with Section 11.

Special Regulations

Sec. 104. Each lodge shall have author-
ity to levy special assessments and enforce
the payment thereof. Such assessment must
be levied at a regular meeting of the lodge,
and two-thirds of the members present
must agree thereto. All assessments levied
under the provisions of this section shall
be presented in writing and entered upon
the minutes, and said notice shall state the
amount of the assessment, and when pay-
able, and the Financial Secretary shall is-
sue a notice of said assessment to each
member in good standing.

Sec. 106. In cases where members are
suspended for cause a stated length of time
not to exceed one year by the lodge a:

4 punishment for any offense, they will be
5 restored to good standing at the end of
6 the time, without ballot. In other words, as
7 soon as the law under which the member
8 was suspended is complied with, the mem-
9 ber can be restored and not before. A
10 member who has been suspended from his
11 lodge for misconduct will not at any future
12 date be elected to any office in the Or-
13 ganization; also, a member who takes court
14 action against the Brotherhood, lodge, or
15 officer thereof, before first exhausting all
16 proceedings of appeal provided by this Con-
17 stitution, if proven guilty by trial, shall
18 be expelled.

Sec. 106. Suspension as per Section 106
2 does not sever membership from the order,
3 but deprives the member of rights to visit
4 lodges. A member under suspension for
5 cause may be admitted for the purpose of
6 paying dues and assessments, or giving
7 evidence in a case, or to answer questions,
8 but no other business shall be transacted
9 while the suspended member is in the lodge
10 room.

Sec. 107. Each lodge shall have a book
2 in which shall be entered the names of all
3 persons rejected, suspended or expelled by
4 itself or any other lodge of which they
5 may have received due notice, with the
6 date, cause of such suspension or expulsion.

Sec. 108. Any circular emanating from
2 a subordinate lodge, another or members
3 of a subordinate lodge, for general cir-
4 culation among the members of the Broth-
5 erhood shall be referred to the General
6 President before being put in circulation.
7 Provided this action shall not be construed
8 to interfere with the rights of subordinate
9 lodges, member or members thereof, after
10 proper lodge action to issue calls for local
11 meetings for the general welfare of the

12 membership. Should the General President
13 disapprove of any circular, it shall not be
14 lawful for such circular to be put in cir-
15 culation. This does not prohibit the circu-
16 lation of correspondence between lodges
17 under the jurisdiction of a single Joint
18 Protective Board. Any subordinate lodge,
19 member or members of a subordinate lodge
20 violating the provisions of this section are
21 subject to suspension or revocation of char-
22 ter or membership card, subject to appeal
23 to General Executive Board or Grand
24 Lodge, or both, when taken in order named.

SEC. 109. It is the duty of every mem-
2 ber of this lodge to pay all dues and as-
3 sessments promptly, faithfully attend all
4 meetings of the lodge unless prevented by
5 sickness or other good and sufficient cause,
6 to yield with cheerful compliance to the
7 laws, rules and regulations of the Brother-
8 hood, to see that the Constitution is not
9 violated by this lodge, to be courteous to
10 visiting members, to recognize any other
11 member in good standing as a brother or
12 sister, and to never speak falsely or ma-
13 liciously of a member or vilify him or her
14 character.

SEC. 110. No lodge of this Brotherhood
2 or any persons connected therewith shall
3 issue or cause to be issued any souvenir
4 book, year book, or review, claiming that
5 such book or other publication is issued
6 for or in behalf of the B. B. C. of A., or
7 any of its subordinate lodges. Any lodge
8 entering into any agreement with any
9 printing or publishing house or any agent
10 of same to issue any such souvenir or kin-
11 dred publication, shall have its charter re-
12 voked by the General President, and any
13 member or members of any lodge entering
14 into any such agreement shall, upon con-
15 viction thereof, be expelled.

Sec. 111. Any and all lodge indebtedness to be paid by and an order drawn on Treasurer in favor of the member or members making said indebtedness, but no obligation to be transacted by any member or members of the lodge until the same has been indorsed by the lodge, or a two-thirds majority vote of the members present at a regular or duly called special meeting except as is otherwise provided for in this Constitution.

Sec. 112. Intoxicating beverages shall not be purchased by any lodge or any member of the lodge for use in the lodge room.

Sec. 113. The funds and properties of a local lodge shall be used only for such purposes as are specified in this Constitution, or By Laws of local lodge, and as may be required to transact and properly conduct its business.

Sec. 114. In purchasing supplies from the Grand Lodge the money must in all cases accompany the order, remittances to be made in form as provided in Section 19, Subordinate Lodge Constitution.

Sec. 115. All communications between lodges shall bear the seal of the respective lodges and all secretaries be compelled to promptly answer all communications, after action is taken by the lodge and over the signature of the Secretary, bearing the seal of the order.

Sec. 116. Delegates' badges shall be furnished by the Grand Lodge, and shall bear the union label.

Sec. 117. Superannuated or Retired members may participate in all activities of the lodge, other than the holding of office, moving or attending meetings, or voting.

Order of Business for Subordinate

Lodges

1. Pledge Allegiance to the National Flag.
2. Roll call of officers.
3. Reading and disposing of records.
4. Considering previous proposals for membership.
Balloting for candidates.
6. Initiation.
7. Communications, bills, etc.
Does any one know of a brother sick or in distress?
9. Are there any vacancies for carmen or carmen out of employment?
10. Propositions for membership and payment of dues.
11. Report of treasurer, trustees, special and standing committees.
Unfinished business
13. New business
14. Good and welfare of our order.
Election and installation
Application for transfer and withdrawal cards.
17. Announcements, receipts of evening in
18. Closing ceremonies.

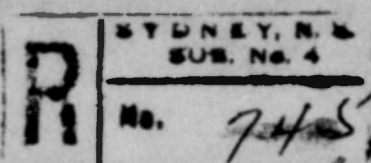
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Sydney Lodge, No. 324
B. R. C. of A.
Sydney, Nova Scotia



*Mr. James Hoffa;
President International Teamsters;
Teamsters Building;
Washington D.C.*



ADMINISTRATIVE FILE
Affiliate Request to
AFL-CIO - Referred
X Johnson, Robert L.

September 27, 1960

Mr. Robert L. Johnson
S/S John J. Boland
Marine Post Office
Detroit 22, Michigan

Dear Brother Johnson:

Thank you for your letter of September 16th. There is nothing that I can do for you at the present time since the men voted for S.I.U. They are deprived of their right to vote for any other Union for a period of one year.

The only suggestion I can make is that the men be careful not sign a contract for more than one year so that they can vote for a Union of their own choosing at that time.

I have also been informed that you have been assessed in dues despite the fact that Paul Hall stated, during the election campaign, that no dues would be necessary until your received your contract. It is unfortunate that some people are so gullible.

Fraternally yours,

James R. Hoffa
General President

JrH/yk

9/21/60

photocopy of a lettr from Robert L. Johnson,
was sent to Fitzsimmons as stated in
attached carbon copy. Original of this
lettr was set aside for Mr. Hoffa.

Earline

Please hold for original.

ADMINISTRATIVE FILE
Johnson, Robert L.
X

September 21, 1960

Mr. Frenh Fitesimmons, Vice President
Teamsters Local Union #299
2741 Trumbull Avenue
Detroit 16, Michigan

Dear Sir and Brother:

The attached communication was received
in this office and is being forwarded to you for your information.

Fraternally yours,

Herold J. Gibbons
Executive Assistant to the
General President

Enclosure

HJG:es

S/S JOHN L. BOLAND
SEPT. 16, 1960

Dear Mr. Hoffa;

We are writing on behalf of our fellow shipmates & ourselves.

We are not satisfied with the results of the recent election and we hope, after you have read this letter you will find it possible to take steps to hold another election which we believe will be in favor of the Teamsters union.

It was ruled that the Cornell and Malietoa (Luigiter S/S Co.), were not eligible to cast a vote - also many others. All of these men were members of the SNBGL (Independent). Therefore we feel that these men have an equal right to vote. We firmly believe that these men have just as much right as we (who did vote) to cast their vote in this election to choose the union they want for representation. They paid dues & were members in good standing in the SNBGL (Independent).

②

We thought this was supposed to be a free country with freedom of speech and equal rights. — Is it? It sure doesn't seem like it.

We wish you could hear some of the talk that is going on now. We also wish you could have seen the long faces the day the election results were given. And the long faces were not only those of the ordinary seamen. (Un-licensed men)

We have a suggestion as to getting another election. (God knows we want one). We'll try anything to have another election and this time all members of the SNBC (Independent) have an equal right to vote. Absentee ballots sent to men not sailing at the time of the election. (Due to ships laid-up).

We are in favor of protesting the election. We feel that individual letters sent to each member of the SNBC (Independent) (With a stamped, self-addressed envelope enclosed) with a statement reading they wish to protest the election

③
feeling it was unfair as to reasons
previously mentioned (in this letter), Also,
contained should be a short letter explaining
why this is being done. The protest, if
the individual is willing to fight for
a fair election should be signed and
returned in the stamped, self-addressed
envelope. We feel we can get a majority
protest from the members of the SNBCL
(Independent). With a majority protest
we feel another election can be forced.
This time all members of the SNBCL
(Independent) having an equal right to
vote.

We took it upon ourselves to write
you this letter after listening to the talk
going on around us. It's the same
over & over. The Majority is against
the S.M. — We feel you should know
& offer our suggestion. Our only hope
is you — that you can do something
about this situation.

We would very much appreciate
an answer to this informal letter, at

least for our own satisfaction.

We want to thank you very much for taking the time to read this letter.

Sincerely,

Robert L. Johnson
D.M. Jones

P.S. "Success is getting what you want; happiness is wanting what you get."

Right now we ~~feel~~ neither successful nor happy. — Please help us change the situation. Thank You.

Robert L. Johnson
25 Louis St. Bureau
Marine Post Office,
Detroit 22, Michigan

RETURN RECEIPT REQUESTED



CERTIFIED
No 494697
MAIL

PAID ME \$4.00 (Postage)

James E. DeLoach
General President
25 Louisiana Ave., N.W.
Washington 1, D.C.

RECEIVED
H. B. OF T.
C. W. & H. OF A.
SEP 19 10 16 AM 1960
GEN. PRESIDENT

Tele **WESTERN UNION** *Tele*
SENDING BLANK

CALL LETTERS	MDV	8/9/60	CHARGE TO	Int. Bro. of Teamsters
Mr. Vincent J. Stetteducato 147 Beverly Road Staten Island 5, New York				
Re your communication dated August 4 will be at the Statler Hotel, New York City, in a meeting to be held by Eastern Conference of Teamsters. Please contact me at the Statler Hotel, Wednesday, August 10, 1960.				
James R. Hoffa General President				
ADMINISTRATIVE FILE				
Affiliate, Request to				
Independent Union				
Newspaper & Mail Division				
Stetteducato, Vincent				

Send the above message, subject to the terms on back hereof, which are:

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

1289—(11-4-59)

Mr. Vincent J. Setteducato
1,7 Beverly Road
Staten Island 5, New York
August 4, 1960

Mr. James Hoffa
International Brotherhood of Teamsters
Washington, D.C.

Dear Mr. Hoffa,

I wish to take the opportunity at this time to introduce myself. I am Vincent J. Setteducato, a member of the Executive Council of the Newspaper & Mail Deliverer's Union of New York and Vicinity.

This union is one of the oldest independent unions in the country. It was founded in October, the year of 1901 and boasts a membership of between 4800 - 5000 strong.

At our last Executive Council meeting in June, of this year, I was instrumental in proposing that a committee be appointed to seek affiliation with an international union and bring back its report to the members of the Executive Council at its next meeting which will be in September. This was passed unanimously by the Executive Board and adopted by the general membership at our general body meeting on June 26, 1960.

I know you are a very busy man but never too busy when it concerns the progressiveness and the growth of your International Union. I would like very much to meet with you personally to discuss this piece of business.

I would appreciate it very much if you will give this your utmost consideration so that we may plan this together at your earliest convenience, for I must be prepared to take a stand on who I feel is the best International Union to represent us at our September Executive Council meeting.

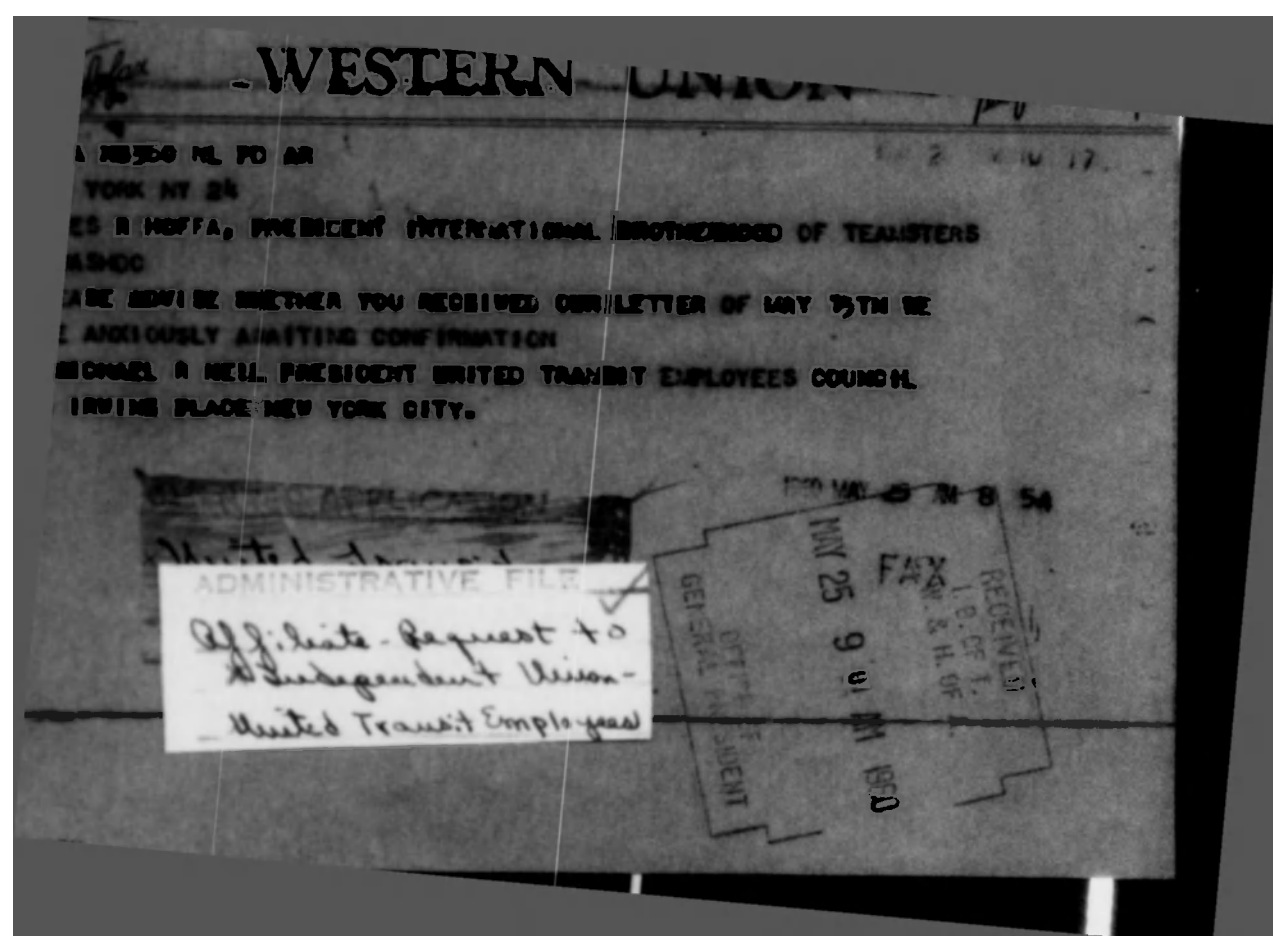
I will await your reply in the immediate future.

Sincerely yours,

Vincent J. Setteducato

Vincent J. Setteducato

VJS:at



May 24, 1960

Mr. Michael R. Neil
United Transit Employees Council
55 Irving Place
New York 5, N. Y.

Dear Mr. Neil:

We have your communication of May 15 in which you propose
as a tribute to President Hoffa a presentation of petitions
of employees of the New York City Transit for membership
in the Teamsters Union.

At such time as your application for membership has been
properly processed and approved by the New York Joint Council
and Vice President John O'Rourke, please again communicate
with this office and arrangements will be made for the present-
ation ceremony you requested.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
cc: John O'Rourke

United Transit Employees Council (U.T.E.C.)

55 IRVING PLACE Tel. Ki 3-7579
NEW YORK 3, N. Y.

May 15, 1960

MICHAEL R. NEIL
President

RICHARD T. MEYERS
Secretary-Treasurer

GEORGE DUNCAN
Recording Secretary

Vice Presidents
CHARLES CASBY
SIDNEY WEINTRAUB
SALVATORE COZZA

Trustees
EDMUND NOVY
VINCENT BOZZA
THOMAS MANAHAN

Executive Board
LOUIS CHOCCH
JOHN MURPHY
VINCENT PARRONE
MICHAEL DUFFY
JAMES MULLIN
THOMAS PUGH
CALVIN HARDEN

PAUL B. ZUBER
General Counsel

Mr. James R. Meffe
President
International Brotherhood of Teamsters
Washington, D.C.

Dear Brother Meffe,

As you might recall, our organization recently held a press conference in New York City. At that time we announced that we had distributed petitions among the hourly rated employees of the New York City Transit Authority and had obtained thousands of copies of men and women who wanted to become a part of the International Brotherhood of Teamsters. We further pointed out how you had helped out hindered the working men and that the petitions were an expression of his faith and confidence in you and the Brotherhood.

We have had conversations with Brother John O'Rourke in New York and we have made our formal application but we feel that a greater tribute to you should be paid which will help to silence your foes and critics. We believe this honest expression of confidence should be presented to you personally. I am therefore requesting an appointment at your earliest convenience. At that time the petition will be presented to you. I defy anyone to state that these petitions do not represent the true confederation of the feelings of the men of the New York City Transit Authority.

I would give a million dollars, if I had to see Senator Goldwater face when he opened a newspaper and saw picture of this protestation being made. I hope we will meet personally in the near future.

Yours in Brotherhood,

Michael R. Neil

✓ UNITED TRANSPORT EMPLOYEES COUNCIL ✓
United Transport Employees
Council

Press Intelligence, Inc.
WASHINGTON 1, D. C.

NEW YORK (N.Y.)
WORLD-TELEGRAM
and SUN

Circ.: e. 454,224

Front Page	Editor Page	Other Page

Date: APR 29 1960

UTEC Confirms Bid for Hoffa Aid

Michael R. Neil, president of the United Transport Employees Council, announced last night that he and other UTEC officers will go to Washington next Wednesday to ask James R. Hoffa for a charter as a Teamster local.

Mr. Neil's announcement that UTEC will seek Hoffa's support in its fight against Michael J. Quill's Transport Workers Union confirmed an exclusive story in yesterday's World Telegram and Sun.

Press Intelligence, Inc.
WASHINGTON 1, D. C.

NEW YORK (N.Y.)
POST

Circ.: 6. 343,734
S. 264,442

Front Page Side Page Other Page 14

Date: APR 29 1960

Deny City Transit Workers Seek to Join Teamsters

Organized transit workers opposed to Mike Cull say they have a date with Teamster officials to talk about joining the union, but top Teamster aides denied today they knew anything of the meeting.

The United Transit Employees' top assistants to Teamster boss James Beckett announced yesterday that they were unaware of any date to meet with the UTEC delegation.

James Beckett, Teamster president, said they had an appointment Wednesday with unnamed Teamster officials to discuss the charter.

Locally, John J. O'Rourke, president of the Teamsters Joint Council, said he knew nothing of the move by the council of subway employees to obtain affiliation with the IRT.

In Washington, Harold Gibson and Joseph Konover, both

INTERNATIONAL AGREEMENT FILE ✓
Conference on Transportation
E Unity
X United Transit Employees Council

July 17, 1958

C
O
P
Y

Mr. Frank A. Zelano, President
United Transit Employees Council
160 Third Ave.
New York 3, New York

Dear Sir and Brother:

I have your communication of July 16th and should be very happy to place it before the officers of the Conference on Transportation Unity.

It was nice meeting you and your delegation on their recent visit to Washington and I shall look forward to seeing you again.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yk

10-1065-20M

Office of the General President

To: Mr. James R. Hoffa

From: H. J. Gibbons

7/16/58
DATE

A Committee headed by Nick Neil, Vice President of United Transportation Employees Council, total of 4 people, came to the office today to find out:

- 1) could they get a charter (Teamster) for the New York City Transit Authority
- 2) could they attend the Transportation Conference meeting.

I told them as far as charters were concerned, they would have to clear first with the New York Joint Council and if they would write requesting invitation to the Conference on Transportation Unity, I would submit it to the arrangements Committee.

ans - No (initials)

U
T
E
C

UNITED TRANSIT EMPLOYEES COUNCIL

160 THIRD AVE., NEW YORK 3, N. Y. • GR. 5-5520 - GR. 5-6723

FRANK A. ZELANO
President

MICHAEL R. NEIL
Vice-President

NICHOLAS BUCCARELLA
Financial Secretary

GEORGE L. DUNCAN
Recording Secretary

JULIO R. GOMEZ
Director of Organization

July 16, 1958

Mr. Harold Gibbons
Executive to the President
Int. Brotherhood of Teamsters
Washington, D.C.

Dear Sir;

On your advice, when we visited with you on Tuesday, July 15, 1958, this letter is written to you for the purpose of seeking an audience with your committee so that the question of UTEC becoming a part or unit of the newly formed Transportation Conference

If an audience is not possible, we ask that you present our case to the Executive Board of the Conference.

To enlighten you on the philosophy of the United Transit Employees Council, its aims and ideals. It is designed to serve the Transit Worker earnestly and constantly, to raise wages and improve working conditions. It is composed of ten units within the New York City Transit Authority. This blankets the entire Transit System of the city. It does not at present cover the privately owned Bus Lines, although quite a number of employees have petitioned UTEC for a possible affiliation. We have concentrated our efforts on the city owned lines at present.

For some time, we have had conferences with Jack Mahoney in reference to meeting with you. We have had that conference and sincerely hope that it was not the last one.

Would appreciate an early reply and equally would welcome the chance to present our case before the Transportation Conference Committee.

fss/ged

Fraternally yours,
Frank A. Zelano
Frank A. Zelano, President

ADMINISTRATIVE FILE ✓

*Affiliate Request to
X Independent Union
Industrial Workers
Delegation of Labor
X Doris Anthony
X Schulz, Earl*

April 20, 1960

Mr. Anthony Doris
Industrial Workers Federation of Labor
16665 Moorpark Street
Encino, California

Dear Brother Doris:

Your communication addressed to James R. Hoffa
has been brought to his attention and he has asked
me to write you informing you the International Union
is in no position at this time to grant a charter to the
group you wrote about.

I am asking our representative, Dick Kavner, to again
be in touch with you and try and work out some mutually
satisfactory alternate arrangements.

Faternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/jjs
cc: Dick Kavner

Industrial Workers Federation of Labor

LOCAL 886

16665 MOORPARK STREET

— ENCINO, CALIFORNIA —

I.W.F.L. —

TRIangle 3-3370

April 14, 1960

(24)
Mr. James R. Haffa
General President
International Brotherhood of
Teamsters, Chauffeurs, Warehousemen
and Helpers of America.
25 Lemmon Avenue, N. W.
Washington 1, D. C.

Dear Jimmy:

Yesterday I had a meeting with Dick Kavner, one of your representatives, over the issue of resolving the problem involving the Earl Schieb employee in the Southern California area.

At the present time this Union, which I represent, and which is officially headed by organizers who were with me in my former Union, holds contracts with the Earl Schieb company covering employees in the Southern California area, and 16 plants of the Earl Schieb company are under contract with this Union.

By virtue of an agreement made between the Earl Schieb company and the Teamsters Union, after the signing of the contracts with this Union, a conflict exists as to where employees from the new plant units opened by Earl Schieb will go -- into the Teamsters' Union, or this Union.

In discussing these matters with Kavner in trying to reach a solution we happened to mention the possibility of resolving the entire issue by affiliating the membership of this Union with the Teamsters, under a Teamster charter, and then relinquishing everything outside of Los Angeles county involving Earl Schieb employees to the Teamster locals having jurisdiction in the area where the particular Earl Schieb plant is located.

If such an affiliation with the Teamsters is possible, at this time, under a Teamster charter, this Union is prepared to affiliate immediately, and pay its full per capita tax to the Teamsters International, the Joint Council, and the

Western Conference of Teamsters. In order to do this, however, this Union could have to have the organizers subsidized until such time that the full operational expenses could be undertaken completely by this Union.

Now Jimmy, remember that I am fully aware of the many problems existing at this time, and if, in your opinion, any such problems will bear adversely on the issue of affiliation of this Union at this time I will fully understand it by just such a statement from you without further explanations. I am breaching the issue now since it is my opinion that this would, if possible, completely solve the problem, and at the same time place this Union in a position to really increase its organizational pace. On the attached sheet I am setting forth the present status of this Union as to membership.

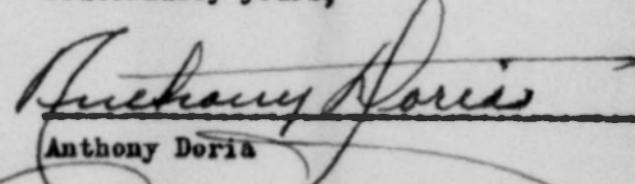
On the alternative to the affiliation issue, if that is impossible at this time, there is only one real logical answer to the problem. In order that Schieb employees in the same area would not be divided into two local unions the division would have to be made that this Union would keep only those plant units in Los Angeles county, and relinquish plant units outside of Los Angeles county to the proper Teamster local having jurisdiction in the area involved.

Jimmy, the organizational possibilities here make the affiliation idea extremely appealing, but the above paragraph can also be the answer and solution if you desire it.

For obvious reasons I am not, and do not intend for the present, to assume any office with the Union. I am acting as a consultant for the Union, but being with fellows who left the former Union when I did, the relationship is excellent.

Dick Kavaner is fully aware of the conditions here, and I am sure can fill in details. I will await your answer either directly or by one of your visiting representatives.

Faternally yours,


Anthony Doria

<u>COMPANY</u>	<u>PRODUCTS</u>	<u>NUMBER OF EMPLOYEES</u>
<u>Plants Under Contract and Paying Dues.</u>		
Lindy Pen Company.....	Ball point pens.....	80
Satone Corporation.....	Auto Accessories.....	30
H. Grabbell & Sons.....	Leap Shades.....	70
Coronet Mfg. Co.....	Leaps.....	70
Larry's Sandwiches.....	Frozen Foods Etc.....	80
Belaie Food Products, Inc.....	Mexican Food Products.....	30
Terry-Tush Inc.....	Pillows & Sport Reben.....	30
Polyfoam Fred., Inc.....	Rubber Foam Pillows.....	20
Karl Schieb Paint (16 plants).....	Auto Painting, and ^{Paint} Paint Mfg.....	112
TOTAL.....		522
<u>Recognition won - - Negotiating Contracts.</u>		
California Lingerie.....	Mfg. Lingerie.....	200
California Molding & Mfg.....	Picture Frames, Etc.....	40
S & S Steel Company.....	House Trailers.....	55
U. S. Chair Craft.....	Patio Furniture.....	50
TOTAL.....		345
<u>Organizational Drives in the Following Plants.</u>		
Kaynar Mfg. Co.....	Air Craft Parts.....	500
Columbia Trailer.....	House Trailers.....	75
Pachage Corp. of America.....	Packaging Plant.....	130
Cartline.....	Kitchen Curtains.....	200

ADMINISTRATIVE FILE

Request to
National Thoroughbred Guild
Hull
X Zakoar, William

March 22, 1960

Mr. Owen B. Brennan, Vice President
International Brotherhood of Teamsters
2741 Trumbull Ave.
Detroit 16, Michigan

Dear Sir and Brother:

I have your letter of March 10th discussing the matter
of a charter for the National Thoroughbred Guild.

I agree with you that such a charter should not be
issued and you should so advise Zakoar.

Fraternally yours,

James R. Hoffa
General President

JRH/yk



LOCAL UNION No. 337
OF THE

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

2741 TRUMBULL AVE., DETROIT 16, MICH.
Woodward 2-8018

BERT BRENNAN
President

ROBT. HOLMES
Sec. Treas.

March 10, 1960

Mr. James R. Hoffa
General President
Teamsters International Union
25 Louisiana Ave. N. W.
Washington 1, D. C.

Dear Sir and Brothers:

On the 9th of March I received a phone call from
a William Zakoor, representing the National Thoroughbred Guild.
He was referred to me by Bill Bridge.

He has at the present time in his guild, about 500
members. He would like to get a Charter transferring his guild
members into a Teamsters Charter and it would have to be a
roving charter covering owners and trainers only.

This is a weak organization at the present time.
There is another organization that is a strong organization
which of course does everything they can to discourage mem-
bership in the Guild.

In thinking about the issuance of a Charter to this
group, I don't believe that it would do nothing for us but
rather would just be another headline and because of the weak
aspects of the organization it might become a liability and
I would recommend that we would not issue a Charter but be-
for making that kind of a decision I am referring the matter
to you for further instructions.

Fraternally yours,
Owen B. Brennan
Owen B. Brennan, Seventh Vice-Pres.
Teamsters International Union

OBB/jr
cc

★ DEMAND DELIVERIES BY UNION DRIVERS ★

ADMINISTRATIVE FILE

Affiliate, Request to
X Independent Union -
Deck Scow Captains
(Local 335)
Bicknell, Robert
Wilhelm, Thomas M.

December 28, 1960

Mr. William Perry
Administrative Assistant
to the President
National Maritime Union
346 West 17th Street
New York 11, New York

Dear Brother Perry:

Attached I am sending you a copy of the letter received here today from Robert Bicknell of the "Deck Scow Captains Local 335 Independent" union as per our telephone conversation. Let me know if we can be of help in this situation.

I am wondering whether or not your Organization can send a letter of support to the International Guild of Flight Attendants Independent. This is a new organization which we are giving a lot of support to in their field. I can vouch for the fact that it is a clean and decent Union trying to improve their conditions among flight attendants on commercial airlines.

The attached letter might serve as a guide.

Fraternalty yours,

H. J. Gibbons
Executive Assistant to the
General President

Encl.
HJG:es

IO-50 44 Dr.

L.I.C., I, NY

Mr. James E. Hoffa

Sir;

As a member of the executive board of the "Dock
Seam, Container Local 666 Independent" union, I have been
requested by a majority of the membership to ask for an
appointment with you.

It concerns an affiliation of our local with the
"International Brotherhood of Teamsters". We have just had
a meeting with the labor board as to whether or not we
have the contract with the Port Owners Association of N.Y.
It will be 30 days before we receive an answer from them
but it is very desirable for us.

The present secretary-treasurer of our local wants
to affiliate with the S.I.U. but most of the
membership does not want to. We have a working membership
of about 750 members. I can promise you 500 pledge cards
within 30 to 40 days for affiliation with the teamsters.
As soon as we get the labor board's decision, we are going
to ask for a new election and we want the teamsters on that
ticket.

If it is possible for you to give us an appoint-
ment, I will gladly go to Washington to see you. If not,
can you recommend someone in the N.Y. area to see. Please
answer as soon as possible as time is very important in
order to get the pledge cards signed and notify the labor
board. Our local is being "sold out" to the S.I.U. and we
do not like it. We are fighting to preserve our local and
do not wish any part of the S.I.U. That is why I am seeking
the aid and affiliation of the "International Brotherhood
of Teamsters".

Sincerely Yours,

R. Bicknell
Robert Bicknell.)

H. Hicknell
10-50 44 Drive
L.I.C. 1, N.Y.

REGISTERED

4127

Mr. James R. Hoffa
International Brotherhood of Teamsters
25 Louisiana Ave. North West
Washington 1, D. C.



ADMINISTRATIVE FILE

Independent Union -
Deck Scow Captains
(Local 335)

June 15, 1960

Mr. John J. O'Rourke, Vice President
International Brotherhood of Teamsters
265 West 14th Street
New York, New York

Dear Sir and Brother:

As per our conversation, attached
is the letter from Thomas M. Wilhelm, Secretary-
Treasurer of Local 335, Deck Scow Captains, which
I promised to send you.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
Enc.

DECK SCOW CAPTAINS
LOCAL 335
107 Washington Street
New York City, N. Y.

Room 601

Whitehall -4- 7953

June 13, 1960

International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Attention: Mr. James Hoffa, President

Dear Sir:

This labor organization representing the Deck Scow and
Barge Captains in the Port of New York is presently unaffiliated.

In accordance with resolution of our membership a com-
mittee has been elected to communicate with International
Unions for the purpose of securing an affiliation.

In order to afford our membership first hand knowledge
concerning the many aspects of an affiliation with an Inter-
national Union, it has been determined that at our next membership
meeting representatives of various International Unions be in-
vited to appear and address our membership.

Accordingly you or your designated representative are
hereby invited to attend our membership meeting on Sunday,
June 19, 1960 at 1:00 P.M. at our meeting hall, 107 Washington
Street, New York City, New York and address our membership and
explain the details of affiliation with your organization.
It is requested that for the purpose of distribution to the mem-
bers at the meeting you bring with you copies of your Constitu-
tion, together with any other documents relative to the rights
and obligations of Local Unions affiliated with your Organiza-
tion. If for any reason you or your representative is unable
to attend this meeting we would appreciate it if you would send
to us a written statement concerning the issue of affiliation
so that it can be read to the membership, together with copies
of your Constitution and other documents mentioned above for
distribution to the members at the meeting.

International Brotherhood of Teamsters

June 13, 1960

Identical invitations are being extended to International Longshoremens Association AFL-CIO, National Maritime Union AFL-CIO, Seafarers International Union, AFL-CIO. Each of the invited Unions will be called in alphabetical order, and their representatives will be given equal time to distribute literature, if any, and to address our membership. At the conclusion of all addresses by the representatives of these International Unions our membership at that time will vote by secret ballot as to which of the four International Unions, if any, our Union should affiliate with.

We would appreciate it if you could advise us by Friday, June 17, 1960 as to the name of your representative who will appear and address our meeting. If for any reason you or your representative cannot attend we would appreciate your statement and material requested above so that the same can be read and distributed to our members at our June 19, 1960 meeting.

Very truly yours,

DECK SCOW CAPTAINS, LOCAL 335

By

Thomas M. Wilhelm
Thomas M. Wilhelm - Secretary-Treasurer
Chairman of Affiliation Committee

CERTIFIED MAIL-R.R.R.

6/14 - spoke to O'Kearney
He advises me these are
members of Joe Curran's Union
& suggests we stay away
from it. ~~SS~~



CENTRAL CONFERENCE OF TEAMSTERS

• CANADIAN DIVISION

BY APPLICATION

Executive Board

J. R. HOFFA,
Chairman
Woodward 5-8750
DETROIT, MICHIGAN

JOHN T. O'BRIEN,
Vice-Chairman

M. J. GIBBONS,
Secretary-Treasurer
McHawk 4-9800
ST. LOUIS, MISSOURI

GENE SAM BOUCIE,
Recording Secretary

OWEN B. BRENNAN

GORDON B. CONKLIN

CANADIAN OFFICES

I. M. DODDS,
International
Representative
111 Riverside Drive W.
WINDSOR, ONTARIO
Ph. Clearwater 4-2155
4-6073
and
2199 Bathurst St.
TORONTO, ONTARIO
Ph. RUssel 7-5684

NOVEMBER 15TH 1960

ADMINISTRATIVE FILE

Official Request to
At 2:00 - Railway
Carmichael
X Snow, P.

DEAR JIM:

ENCLOSED IS A COPY OF A REPORT BY ORGANIZER WM. W. TILLER THAT I MENTIONED TO YOU DURING OUR RECENT TELEPHONE CONVERSATION THAT IS DETAILED ENOUGH TO GIVE YOU A FAIRLY CLEAR PICTURE OF THE SITUATION. HOWEVER, I WOULD LIKE TO REQUEST THE CONTINUANCE OF THE ORGANIZING OF THESE PEOPLE BE LEFT IN OUR HANDS AS WE ARE WELL KNOWN TO THEM AND I KNOW THAT YOU ARE ALSO FAMILIAR WITH THE OLD AXIOM, "THAT TOO MANY COOKS SPOIL THE BROTH". UNLESS I AM ADVISED OTHERWISE I WILL INSTRUCT ORGANIZER TILLER TO IMMEDIATELY PROCEED TO FILE AN APPLICATION FOR A CHARTER.

THESE PEOPLE WHO HAVE LEFT THE UNITED MINE WORKERS ARE ANXIOUS TO GET THEIR OWN CHARTER, NOT JUST FOR THE CHARTERS SAKE BUT THEY SINCERELY BELIEVE THAT IN THE SURROUNDING TERRITORY THEY CAN BUILD UP A SUBSTANTIALLY STRONG LOCAL. THEY APPEAR SINCERE AND ARE LOOKING FORWARD TO THE OPPORTUNITY OF PROVING THEMSELVES. THEY ARE WILLING TO SET THE DUES AT (\$4.00) PER MEMBER AND AS YOU HAVE NO DOUBT NOTED IN THE ENCLOSED REPORT THEY NOW HAVE (\$65.00.) IN THE BANK.

FRATERNALLY YOURS,

I. M. DODDS,
CANADIAN DIRECTOR.

IMD/mw/ENCL. 1 - 1
C.C. TOI T. FLYNN

Aligned with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

NOVEMBER 14TH 1960

PERSONAL REPORT TO I. M. OODS, CANADIAN DIRECTOR ...FROM W. W. TILLER, REP.
CENTRAL CONFERENCE OF TEAMSTERS.

ON YOUR INSTRUCTIONS I LEFT TORONTO ON NOVEMBER 9TH 1960 FOR SYDNEY, NOVA SCOTIA AND GLACE BAY, NOVA SCOTIA. ON MY ARRIVAL AT GLACE BAY I CONTACTED MR. P. SNOW OF 69 DOUGLAS STREET, SYDNEY, NOVA SCOTIA WHO HAD WRITTEN TO INTERNATIONAL PRESIDENT JAMES R. HOPPA CONCERNING TRANSFER OF MEMBERSHIP FROM BROTHERHOOD OF RAILWAY CARMEN OF AMERICA TO THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS. IT WAS NOT UNTIL THE NEXT DAY, NOVEMBER 10TH THAT I WAS ABLE TO MEET MR. SNOW AND AFTER A LENGTHY DISCUSSION WITH HIM I WAS ABLE TO FIND OUT THE FOLLOWING INFORMATION:

THE CARMEN'S UNION HAS (108) LOCALS ACROSS CANADA AND IS A FEDERAL CERTIFICATION. THEY HAVE A LOCAL IN SYDNEY, STELLARTON AND HALIFAX AND ALSO MONCTON. MR. SNOW ASSURED ME THAT THE MEMBERSHIP IN THE ABOVE LOCALS WERE VERY DISSATISFIED WITH THE CARMEN'S UNION, BUT HE COULD NOT SPEAK FOR ANY OF THE OTHER LOCALS. HE IS GOING TO MAKE A SURVEY ON HIS OWN AND WILL INFORM ME OF HIS FINDINGS. THIS HE SAID HE WOULD DO BY JANUARY 1961. I NEXT CONTACTED A ROBERT ADAMS OF GLACE BAY, NOVA SCOTIA AND HE SET-UP A MEETING OF THE OFFICERS OF THE INDEPENDENT ASSOCIATION OF INDUSTRIAL WORKERS. THIS GROUP ORIGINALLY BELONGED TO THE UNITED MINE WORKERS BUT OBTAINED DE-CERTIFICATION FROM THE UNITED MINE WORKERS WHICH WAS UPHELD BY THE SUPREME COURT OF CANADA. THEY APPLIED FOR CERTIFICATION UNDER AN INDEPENDENT GROUP, BUT NOT BEING AFFILIATED WITH ANY LABOUR GROUP OR UNION THEY LOST THEIR CASE BEFORE THE NOVA SCOTIA LABOUR BOARD. IN THIS GROUP IN GLACE BAY AREA ONLY THERE ARE APPROXIMATELY (350) AND THEY HAVE (\$6,500.00) IN THE BANK. THEY ARE VERY INTERESTED IN OBTAINING A CHARTER FROM THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND WILL NOTIFY ALL ITS MEMBERS OF A MEETING AS SOON AS WE NOTIFY THEM THAT WE WILL ISSUE A CHARTER. IN THE OUTLYING DISTRICTS THERE ARE ANOTHER 300 WHO I AM SURE CAN ALSO BE SIGNED UP IN THE TEAMSTERS UNION. THE DISTANCE IS NO PROBLEM AS THE FURTHEREST POINT FROM GLACE BAY IS APPROXIMATELY 25 MILES. THERE IS ALSO SEVERAL COMPANIES OR INDUSTRIES WHO COME UNDER OUR JURISDICTION AND ARE NOT ORGANIZED, I FEEL THAT A 600 MEMBER LOCAL WOULD BE IN OPERATION IN GLACE BAY IF WE WERE TO ISSUE A CHARTER IN LESS THAN A YEAR. I MIGHT ADD THAT THIS COULD BE A SELF-SUSTAINING LOCAL IMMEDIATELY AS THEY ARE WILLING TO PAY \$4.00 PER MONTH DUES PLUS THE BANK ACCOUNT THEY ALREADY HAVE ESTABLISHED.

ALL OF WHICH IS RESPECTFULLY SUBMITTED, I REMAIN,

FRATERNALLY YOURS,

ATL-CIO

Railway (Berman)

September 26, 1960

Mr. I. M. Dodde, Co-ordinator
International Brotherhood of Teamsters
3199 Bethurst Street
Toronto 19, Ontario, Canada

Dear Sir and Brother:

Kindly forward to this office your comments
on the attached.

Fraternally yours,

Harold J. Gibbons
Executive Assistant to the
General President

HJG:ee

Enclosures

Mr. M. P. Snow,
69 Douglas Street,
Sydney Nova Scotia

Mr. James Hoffa;
Pres. International Seamstems;
Dear Brother;

I have
been asked by a number
of the members of my
union to write you
concerning the organizing
of allied industry in
Canada.

We are
members of the Carman's
union, only by their
constitution we have
no voice in our union
matters.

The rest
of our members & myself
think that this would

be an ideal wedge in
organizing unions on the
railroad. Those members
I might add are badly
disatisfied with their
unions.

We think that if
we could get a court
order to stop the
union from taking our
 dues or because we are
not allowed to hold
the most important
office.

It is no good if we
try to get a resolution
on this matter because
you will see by the
constitution that it can
not be changed.

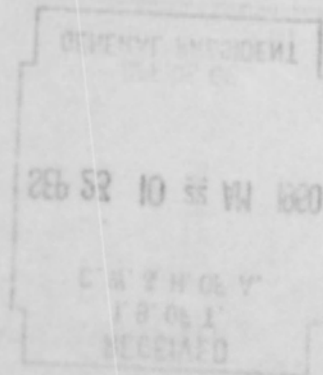
We would like all
the help you are
willing to give us on

this matter.

I am enclosing letters
that I wrote to the
government & to the Canadian
Indian Congress concerning
this matter. Also some
addresses & inquiries
on our membership.

Hoping for a speedy
& favorable reply

I remain
M. P. Dore





138 Confederation Building,
OTTAWA 4, January 13, 1959.

Mr. L. P. Snow,
69 Douglas Street,
SYDNEY, Nova Scotia.

Dear Mr. Snow:

I have your letter of January 11 in which you complain of discrimination in the Brotherhood of Railway Carmen of America which has the effect of permitting only carmen to hold the office of Local Chairman.

In reply, I can only say that this type of discrimination is not one that is covered either by the Canada Fair Employment Practices Act or in the unfair labour practices provisions of our Industrial Relations and Disputes Investigation Act. The matter of which you complain concerns the internal affairs of the trade union and, as you know, these internal affairs are regulated by the members of the Brotherhood themselves.

I can only suggest that if you desire to have a revision made in the internal regulations of the trade union, this is possible only through the membership at large seeing your point of view and revising the constitution.

I regret that I cannot be of any assistance to you in this matter and I am returning to you the letter which Mr. Cushing on April 11, 1958, sent you in the same regard.

Yours very truly,

(Bernard Wilson)
Director,
Industrial Relations Branch.

Encl.

Support
the WINTER
WORK CAMPAIGN

RECEIVED
JAN 14 1959



TELEPHONE:
Central 2-4283

Canadian Labour Congress Congrès du Travail du Canada

100 ARGYLE AVENUE, OTTAWA 4, ONTARIO

April 11th, 1958.

Mr. M. P. Snow, Secretary,
Sydney Lodge No. 324, Brotherhood Railway
Carmen of America,
69 Douglas Street,
Sydney, Nova Scotia.

Dear Sir and Brothers:

This will acknowledge your letter of April 6th in which you refer to a difficulty within the Constitution of the Brotherhood.

You mentioned Section 70 on Page 64 as being unfair to coach cleaners in that it stops coach cleaners and helpers from having any voice or vote at any Convention, or the passing of resolutions concerning your work and schedule are passed.

I fail to see anything in Section 70 on Page 64 that bears out your contention. Section 70 deals with the election of a Local Protective Board, and the only stipulation that I can see is that the Chairman must be a journymen and shown on the mechanics' seniority roster. The Vice-Chairman and Secretary of the Committee apparently need no qualification, and there is also no membership time qualification for any of the three members of the Local Protective Board.

I have read through other sections of the Constitution dealing with the election of officers, which is Section 20, appearing on Page 50, and there the only qualification that I can see is that a member must be in continuous good standing for one year prior to election. Again under Section 24, dealing with delegates to your Grand Lodge Conventions, it would appear that the Chairman of the Local Protective Board has priority as being the delegate from a Lodge, but then the first and second alternate are named by the Lodge is that they must have attended a majority of the regular meetings in the 12 months prior to the month in which the alternates are elected.

There is nothing that I can find in the Constitution on the matter of sending delegates to Conventions of the Canadian Labour Congress, and this is understandable since this is a matter to be dealt with entirely by the local lodge. Your lodge should have received a Convention Call last December for the Second Constitutional Convention of Congress which will open in Winnipeg on April 21st. By the mere fact of receiving a Convention Call and one set of credentials indicates that your lodge is entitled to have at least one delegate there, and if your membership is sufficiently large enough you would be entitled to more than one delegate.

This is the way that we are running

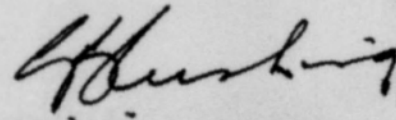
Mr. M. P. Snow

April 11th, 1958.

- 2 -

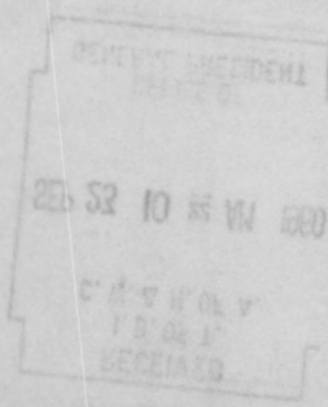
I hope this answers your letter which does not agree with your thoughts, but it is possible that I have missed something in your Constitution which does create this problem.

Faternally yours,



GORDON C. CUSHING,
Executive Vice-President,
CANADIAN LABOUR CONGRESS.

GGC:LM



¹⁸⁵⁹
Railway Carriers
B.R.C. of A.S. (A.S. - C.S.O./C.L.C.)
Locals in Canada 108
Membership ... 22, 944
Pres. ... A. J. Bernhardt
4929 Main St., Kansas City 12, Missouri.
Sec. - Treasurer ... J. L. Howison
4929 Main St., Kansas City 12, Missouri.
Vice-Pres. ... K. Melanson,
7740 des Érables St., Montreal 35, Que.
F. A. Armstrong,
250, Dunkirk Dr., St. Vitel, Man.
Gen. Executive Board
Sec. ... Fred Tomkinson,
1879 Barclay St., Vancouver 5 B.C.
A. S. Parker,
313 - 1st. St. E., Revelstoke, B.C.

Joint Protective Boards (C.N.R.)
General Chairman: J. Paul Raymond.
634 Egan Ave., Verdun, Montreal 19, Que.
Secretary: George Hardle,
14 Holgate St., Barrie, Ont.

President: J. D. ...
4929 Main St., Kansas City, Mo.

Sec. - Treasurer: ...
4929 Main St., Kansas City, Mo.

Pres. ...
7740 Lee Blvd., Montreal 35, Que.
J. D. ...
250 Bank St., St. Catharines, Ont.

Sec. ...
1879 Broadway, Toronto 2, Ont.
R. J. ...
313 - 1st St. E., Kitchener, Ont.

I agree to support and abide by the rules and regulations contained in the Constitution of the B. R. C. of A. I also agree to support and abide by the By-Laws of this Subordinate Lodge.

Signature of Member	No.	Signature of Installing Officer
Admitted		
Lodge		

ORDER OF BUSINESS

1. Call to order.
2. Pledge Allegiance to the National Flag.
3. Appointment Warden, Sentinel, Chaplain and Sergeant-at-Arms.
4. Singing opening ode and invocation by chaplain.
5. Report of Credentials Committee.
6. Reading minutes of previous session, which will be dispensed with unless called for.
7. Appointment of committee.
8. Disposal of records of previous meetings.
9. Communications.
10. Reports of Grand Lodge Officers.
11. Reports of Committees.
12. Unfinished business.
13. New business.
14. Nomination and election of officers.
15. Good and welfare of Brotherhood.
16. Selecting place for next convention.
17. Exemplification of secret work.
18. Installation of officers.
19. Closing.

CONSTITUTION
of the
Brotherhood Railway Carmen
of America

Adopted at Joint Convention, Topeka,
Kansas, September, 1890

Revised at
PUERLO, COLO., August, 1891.
ST. LOUIS, MO., June, 1892.
CHICAGO, ILL., June, 1894.
DALLAS, TEXAS, October, 1896.
ST. LOUIS, MO., September, 1899.
KANSAS CITY, MO., September, 1901.
ST. LOUIS, MO., September, 1903.
BUFFALO, N. Y., September, 1905.
CHICAGO, ILL., September, 1907.
ATLANTA, GA., September, 1909.
MILWAUKEE, WIS., September, 1913.
FORT WORTH, TEXAS, September, 1917.
TORONTO, ONT., CANADA, August, 1921.
KANSAS CITY, MO., September, 1923.
KANSAS CITY, MO., September, 1929.
MONTREAL, CANADA, August, 1933.
KANSAS CITY, MO., September, 1941.
CHICAGO, ILL., September, 1946.
KANSAS CITY, MO., September, 1950.
LONG BEACH, CALIF., September, 1954.
KANSAS CITY, MO., September, 1958.

Consolidation of the Brotherhood of Railway
Car Repairers, instituted at Cedar Rapids,
Ia., October 27, 1888, Carman's Mutual Aid
Association, instituted at Minneapolis, Minn.,
November 20, 1888, Car Inspectors, Re-
pairers and Oilers' Protective Association,
instituted at Indianapolis, Ind., 1889, and
Brotherhood Railway Carman of Canada,
instituted at Toronto, Canada, January, 1890.

PREAMBLE

We, the Brotherhood Railway Carmen, do declare the intent and purpose of this Brotherhood is to advance the moral, material and industrial well-being of its members.

First—To bring within the fold of our Brotherhood every carman eligible to join our ranks, as hereinafter provided for in the Constitution.

Second—To secure for our members a just remuneration in exchange for their labor.

Third—To shorten the hours of labor as economic developments and progress will warrant. Six (6) hours per day is the work day desired, and five (5) days per week, thirty (30) days annual vacation, in order that our members may have more opportunities for intellectual development, social enjoyment and industrial education.

Fourth—To combat, wherever it exists, piece work, the bonus system and all other degrading systems of labor and endeavor to establish, through joint conference of employer and employee, such rates and working conditions as befit the ideal of honorable labor.

Fifth—To federate with all other railway labor organizations for the common good and protection of all.

Sixth—To co-operate with all trade, labor and farmer organizations to secure the passage of such laws as are beneficial to the working class.

Seventh—To encourage and stimulate our members to take a lively interest in the civil affairs of their country in order that they can, as a class, vote intelligently and effectively for the interests of the working class.

Eighth—To encourage the establishment of sick, accident, death benefits and old age pensions for all members of this Organization.

CONSTITUTION 5
CONSTITUTION OF GRAND LODGE

Name

SECTION 1. This organization shall be known as the Grand Lodge, Brotherhood of Railway Carmen of America, and shall hold and exercise all powers and privileges guaranteed by this constitution. Headquarters shall be located at Kansas City, Missouri, and its conventions shall be held in said city (unless otherwise determined by delegates in convention assembled). In the event that suitable arrangements cannot be made for the holding of the convention in Kansas City, Missouri, or the city determined by the delegates in convention assembled, the General President, General Secretary, Treasurer, and the General Executive Board shall have the authority to change the place of the convention.

Officers

Sec. 2. The Grand Lodge shall consist of a Past General President, General President, one Assistant General President and twelve General Vice Presidents, a General Secretary-Treasurer, Assistant General Secretary-Treasurer, Editor and Manager of the Journal, a General Executive Board of seven, a law committee of three, and one delegate from each subordinate lodge. General President, Assistant General President, General Secretary-Treasurer, Editor and Manager of Journal, and any other officer who may be assigned to duty in the Grand Lodge Office shall maintain their residence where Grand Lodge Headquarters are located.

Sec. 3. The following officers of the Grand Lodge shall be elected at the convention: General President, one Assistant General President and twelve General Vice

1 Presidents, General Secretary-Treasurer,
2 Assistant General Secretary-Treasurer,
3 Editor and Manager of Journal and Gen-
4 eral Executive Board of seven members,
5 who shall assume the duties of their several
6 offices on the first day of January fol-
7 lowing their election. They shall receive
8 for their services such compensation as the
9 convention may determine.

10 No person or member who is not em-
11 ployed in any of the trades specified in
12 Section 6, Subordinate Lodge Constitution,
13 or who is not employed by our members
14 working for railroads, car shops or joint
15 bureaus, or who is not a journeyman me-
16 chanic with not less than five years con-
17 tinuous good standing, shall be eligible to
18 hold any office, either by appointment or
19 election, in the Grand Lodge.

20 Any officer attaining the age of 65 shall
21 retire, except the General President, who
22 may, after the approval of the General
23 Executive Board or Grand Lodge Conven-
24 tion, remain in office until reaching 70
25 years of age.

26 Any member in good standing shall be
27 admitted to the Grand Lodge without voice
28 and without vote.

29 Sec. 4. The following members of the
30 Grand Lodge shall be appointed by the Gen-
31 eral President: A Law Committee of three
32 members from among the delegates after
33 their election, and convene same as pro-
34 vided for in Section 14.

35 Sec. 5. The General President shall an-
36 nounce at opening session of regular or
37 special convention the following officers:
38 Guide, Warden, Sentinel, Sergeant-at-Arms
39 and Chaplain, who shall serve during the
40 session of the convention at which they
41 were appointed; the Warden and Sentinel
42 to be appointed from the members of the

CONSTITUTION

7

9 local lodges of the city wherein the convention is held.

Delegates to the American Federation of Labor-Congress of Industrial Organizations and Canadian Labour Congress

Sec. 6. The General President and Assistant General President, by virtue of their offices shall be two of the delegates to the annual convention of the American Federation of Labor. The balance of such number of delegates that this Brotherhood is entitled to by the Constitution of the American Federation of Labor shall be elected at the regular Conventions of this Brotherhood when held and shall serve in said capacities each succeeding year and until the Brotherhood holds another Convention. For each delegate elected, there shall be two alternates elected to fill possible vacancies, as delegates, they to rank according to the order of their election. Should any of the delegates be unable to attend any of the American Federation of Labor Conventions, or should our Brotherhood be entitled to more delegates in the future than at present, the alternates shall be eligible to fill such positions according to the order of their election. In case our membership should diminish so we would be entitled to a less number of delegates than at present, the senior delegates according to the order of their election shall serve. In the event of any cause whatever the number of available delegates or alternates should be insufficient, the General President may fill the vacancies by appointment, subject to the approval of the General Executive Board.

Initiative and Referendum

Sec. 7. This Brotherhood shall meet in general assembly every fourth year unless

3 otherwise decided by popular vote of the
4 membership, and the Grand Lodge shall be
5 governed by the constitution as it exists at
6 the time. The members of the Brother-
7 hood at the first regular meeting in the
8 month of January preceding the intended
9 convention shall vote on the following propo-
10 sition: "Shall the Grand Lodge convene
11 this year?" Whenever the popular vote shall
12 be against the holding of the regular con-
13 vention, the convention shall be postponed
14 accordingly and the vote shall be taken
15 again in January of the year following,
16 provided that no special convention shall
17 have been called in the meantime, all Grand
18 Lodge officers to be continued in office un-
19 til the holding of the next convention, un-
20 less they reach the age limit established for
21 retirement by the organization prior to the
22 holding of the next convention.

23 On motion of ten local lodges in good
24 standing, no two lodges to be in the same
25 state or province, the place for holding the
26 convention can be changed by general vote
27 of the members. A two-thirds vote of all
28 members voting shall decide. A special ses-
29 sion of the Grand Lodge can be called in the
30 same manner.

Provisions for Amending the Constitution

Sec. 8. Any local lodge which shall pre-
2 pare a proposed draft of the changes in
3 duplicate shall deposit one copy with the
4 Trustees and forward one copy to the Gen-
5 eral Secretary-Treasurer. If the proposed
6 change is indorsed by five local lodges, no
7 two in the same state, territory or prov-
8 ince, the General Secretary-Treasurer shall
9 publish it in the next issue of the Journal
10 and shall, at the expense of the five local
11 lodges, submit it to a general vote of the
12 membership. If two-thirds of the members

13 voting favor the change it shall become a
14 law, but such submission shall be made
15 only on the first day of January and the
16 first day of June of each year. Each local
17 lodge shall be allowed sixty days from the
18 date of issue of the call for a referendum
19 vote in which to make its return thereto.
20 In the event of the proposed changes be-
21 coming a law the cost of taking such vote
22 shall then be paid by the Grand Lodge.
23 This Constitution and the local rules
24 contained therein can be amended or al-
25 tered at regular session of the Grand
26 Lodge by a two-thirds vote of the dele-
27 gates present. But all such amendments
28 shall be presented in writing in triplicate
29 on separate sheets to the General Secretary-
30 Treasurer at least sixty days before the as-
31 sembling of the Grand Lodge, bearing the
32 seal and signature of the proper officials of
33 the local lodge presenting them and pub-
34 lished in the official Journal the month pre-
35 ceding the assembling of the Grand Lodge.
36 All amendments adopted by the conven-
37 tion shall be submitted by the General
38 Secretary-Treasurer to the local lodges for
39 approval or rejection within thirty days
40 after the convention adjourns. The vote
41 upon the same to be returnable to the
42 General Secretary-Treasurer within sixty
43 days after said convention. A two-thirds
44 vote of the members voting shall be neces-
45 sary for the adoption of such amendments.

Duties of Officers

Art. 9. *General President.* It shall be
2 the duty of the General President to pre-
3 side over the meetings of the Grand Lodge,
4 to perform its executive duties with power
5 to settle all differences and grievances.
6 When called on by joint protective boards
7 he will at once proceed to the scene of action

8 (or deputize an officer of the Grand Lodge
9 to represent him) and act in conjunction
10 with the joint protective board to secure
11 a settlement. If, then, no settlement is
12 made, he shall, in conjunction with the
13 joint protective board, have power to or-
14 der a suspension of work, provided such
15 action is agreed upon by two-thirds vote
16 of the members employed on the system,
17 or road involved. He shall sign all char-
18 ters and documents that require to be
19 properly authenticated, and perform such
20 other duties as are required of him by the
21 Grand Lodge. He shall cause to be or-
22 ganized all lodges of the Brotherhood, and
23 instruct all lodges. At each meeting of
24 the Grand Lodge he shall submit a written
25 report showing mileage traveled and lodges
26 organized during his term. He is author-
27 ized to collect charter fees from new lodges,
28 which he shall pay over to the General Sec-
29 retary-Treasurer; the same to constitute
30 a part of the general fund of the Grand
31 Lodge. He shall have the power to issue
32 special dispensations to lodges, authoriz-
33 ing them to obligate scattered carmen
34 without them attending lodge meetings
35 after their applications have been regu-
36 larly acted upon. He shall have power to
37 convene the General Executive Board, and
38 have direct supervision of all lodges, with
39 power to suspend any subordinate lodge, or
40 individual member thereof for cause or
41 when in his judgment it is for the best
42 interest, subject to appeal to the General
43 Executive Board or Grand Lodge, or both
44 when taken in the order named, and fill
45 vacancies in the Grand Lodge, subject to
46 the approval of the General Executive
47 Board. He shall appoint a majority of
48 all committees not otherwise provided for.
49 He may issue such dispensations as may
50 be necessary to facilitate the business of

51 the Brotherhood not inconsistent with the
52 Constitution. He shall have power to ap-
53 point deputies and Grand Lodge representa-
54 tives for a period not to exceed the term of
55 the elected Grand Lodge Officers, whose ap-
56 pointment he also has the power to revoke
57 on sufficient cause (the number of deputies
58 and Grand Lodge Officers appointed to be
59 subject to the approval of the General Ex-
60 ecutive Board). He shall approve all bills of
61 the Grand Lodge, and countersign all checks
62 issued by the General Secretary-Treasurer.
63 He has power to convene subordinate lodges
64 and all union meetings at such time and
65 place as will, in his judgment, promote the
66 welfare of the Brotherhood. He shall have
67 power to levy an assessment not to exceed
68 one dollar per month on each and every
69 member of the Brotherhood for the purpose
70 of maintaining a protective fund as pro-
71 vided for in the laws of the protective de-
72 partment. He shall also submit a message
73 in writing at each convention, stating what
74 legislation, in his opinion, is necessary to
75 promote the welfare of the Brotherhood.
76 He shall have power to act in conjunction
77 with officials of other railroad brother-
78 hoods to select a representative to look
79 after legislative matters which concern and
80 affect railroad employes. Whenever na-
81 tional and state legislative bodies are in
82 session, such representative shall be en-
83 titled to a reasonable compensation, which
84 shall be paid out of the general fund. All
85 employes of the Grand Lodge office shall
86 be made subject to his approval. He shall,
87 within thirty (30) days after his election,
88 execute a bond for the faithful performance
89 of his duties, payable and subject to the ap-
90 proval of the General Executive Board.

Sec. 10. *Clause (a).* It shall be the duty
2 of the Assistant General President to fill

3 the General President's station in case of
4 death or resignation, and he shall occupy
5 the station until the following election of
6 officers, when a General President shall be
7 duly elected. He shall, within thirty (30)
8 days after his election, execute a bond for
9 the faithful performance of his duties;
10 payable and subject to the approval of the
11 General Executive Board. The premium
12 covering same shall be paid by the Grand
13 Lodge. He shall appoint a minority of all
14 committees not otherwise provided for, and
15 attend each meeting of the Grand Lodge.
16 He shall devote his time to the interests
17 of the Brotherhood, under the instructions
18 of the General President.

19 *Class (b).* All General Vice-Presidents
20 shall devote their time to the business of
21 the Brotherhood, under the instructions of
22 the General President. They shall attend
23 all meetings of the Grand Lodge. They
24 shall, within thirty (30) days after their
25 election, execute a bond for the faithful
26 performance of their duties, payable and
27 subject to the approval of the General Ex-
28 ecutive Board. The premium covering same
29 shall be paid by the Grand Lodge. No
30 General Vice-President, while in the service
31 of the Brotherhood, shall hold any other
32 position of profit, or pursue any other
33 business or vocation. They shall keep the
34 General President advised as to their
35 whereabouts, so that he, at any time, wish-
36 ing to communicate with them, may do so
37 by wire or otherwise. They shall report in
38 the monthly Journal of the Brotherhood, a
39 statement of business transacted on behalf
40 of this organization.

41 All General Vice-Presidents and regu-

42 larly commissioned Deputies of this Broth-
43 erhood shall examine the books of any
44 subordinate lodge, upon presenting instruc-
45 tions to do so from General Secretary.
46 Treasurer, but such instructions shall bear
47 the seal of the Grand Lodge. They shall
48 make a report each week to the General
49 President on a regular form provided for
50 that purpose, and shall be subject to his
51 orders at all times when on duty. They
52 shall report to the convention, as other
53 Grand Lodge officers do.

54 All Grand Lodge Officers and Deputies
55 employed by the Brotherhood are given the
56 privilege of visiting their homes four times
57 per year if they so desire, with traveling
58 expenses allowed, each officer or deputy to
59 be placed in his home jurisdiction as much
60 as practicable so that he can visit his home
61 with as little expense as possible; such
62 vacation must be arranged and agreed upon
63 by the General President, such vacation not
64 to exceed seven days, salaries to be allowed
65 during vacation.

Sec. 11. *General Secretary-Treasurer.*

2 It shall be the duty of General Secretary
3 Treasurer to keep a true and correct record
4 of the proceedings of the Grand Lodge.
5 He shall read all communications submit-
6 ted to that body and file and safely keep
7 all papers and documents received by him.
8 He shall propose, sign and seal all char-
9 ters and dispensations emanating from the
10 Grand Lodge. It shall be his duty to keep
11 an accurate account of all moneys received
12 and paid out by him, and make report of
13 same, giving the membership in good stand-
14 ing to all lodges semi-annually; to conduct
15 all correspondence of the Grand Lodge
16 pertaining to his office; to attend with all

17 necessary books and papers the meetings of
18 the Grand Lodge; to take charge of all
19 funds and properties of the Grand Lodge
20 and to keep a just and accurate account
21 between the Grand Lodge and subordinate
22 lodges. He shall, within thirty days after
23 his election, execute a bond in some reli-
24 able surety company for the faithful per-
25 formance of his duties, payable to and
26 subject to the approval of the General
27 Executive Board. The premium covering
28 same shall be paid by the Grand Lodge.
29 At each meeting of the Grand Lodge he
30 shall submit a written report of his re-
31 cepts and expenditures during his term
32 of office; also a report of the lodges or-
33 ganized and disbanded; also receive and
34 hold the charters and property of all
35 lapsed lodges for twelve months, after
36 which they shall be destroyed. He shall
37 have power to appoint such assistants as
38 may be necessary to properly discharge
39 the duties of his office, such appointment
40 not to exceed the term of the elected
41 Grand Lodge Officers. The number of
42 assistants to be approved by the General
43 Executive Board. He shall make all ar-
44 rangements for the convention of the
45 Grand Lodge. As soon as possible after
46 the close of the convention he shall have
47 printed in convenient form the full and
48 complete proceedings of the convention,
49 and supply one copy to each lodge. He
50 shall have power to annul the charter of
51 any lodge for non-payment of dues and
52 assessments, subject to the approval of the
53 General President. But in no case shall
54 this be done until each member as shown
55 by Grand Lodge records, has been notified

56 by letter. When a lodge fails to pay its
57 dues or assessments within the required
58 time, he shall forthwith notify the secre-
59 tary and president of such lodge that the
60 Treasurer has not made his returns as
61 required by law. He shall have authority to
62 drop members for non-payment of dues
63 (per capita tax) in cases where a lodge
64 fails or refuses to report delinquents as
65 dropped. This action to be taken only after
66 the lodge has been notified of the de-
67 linquencies.

68 (c) (d). It shall be the duty of the
69 Assistant General Secretary-Treasurer to
70 fill the General Secretary-Treasurer's sta-
71 tion in case of death or resignation, and
72 he shall occupy the station until the follow-
73 ing election of officers, when a General
74 Secretary-Treasurer shall be duly elected.
75 He shall, within thirty (30) days after his
76 election, execute a bond for the faithful
77 performance of his duties; payable and
78 subject to the approval of the General
79 Executive Board. The premium covering
80 same shall be paid by the Grand Lodge.
81 He shall devote his time to the interests
82 of the Brotherhood, under the instructions
83 of the General Secretary-Treasurer.

Duties of General Executive Board

84 Sec. 12. The General Executive Board
85 shall examine and approve the accounts,
86 bills and all books of the Grand Lodge
87 officers every six months, or at any sub-
88 sequent time they may deem advisable.
89 They shall have all accounts, books, bills,
90 etc., audited by a competent certified or
91 chartered accountant every six (6) months.
92 They shall arrange with some reliable
93 Surety Company for bond each year to
94 protect the Financial Secretaries and

12 Treasurers from loss of lodge funds while
13 same is in their possession, by theft, bur-
14 glary, or holdup, and all Subordinate
15 Lodges and Joint Protective Boards from
16 financial loss through the default of any
17 of the officers of each lodge or Joint Pro-
18 tective Board, the amount of protection
19 afforded each lodge under such bond to
20 be not less than \$200.00 on the Treasurer,
21 and not less than \$200.00 on the Finan-
22 cial Secretary, and not less than \$1,000.00
23 on the Secretary-Treasurer of the Joint
24 Protective Board, and shall assess the cost
25 of such bond in an equitable manner to
26 such Subordinate Lodge and Joint Protec-
27 tive Board and the amount so assessed to
28 any Subordinate Lodge or Joint Protective
29 Board shall be a valid and legal claim
30 against such lodge, payable on demand, and
31 the collection of such claim may be enforced
32 in the same manner as any other claim
33 against such lodge. They shall promptly in-
34 vestigate all charges against Grand Lodge
35 officers. They shall have power to sum-
36 mon witnesses and upon proper and suf-
37 ficient evidence remove any Grand Lodge
38 officer. Their consent shall be necessary
39 to any appointment made by the General
40 President to fill vacancies in the Grand
41 Lodge, and they shall, in the case of such
42 ones, death or removal from office of the
43 Assistant General President, have power
44 to select a successor from among the
45 General Vice-Presidents and appoint an-
46 other General Vice-President from the
47 membership. The chairman shall receive
48 all charges and convene the board and try
49 such charges as laid down in the Constitu-
50 tion. They shall transmit to each conven-
51 tion a full report of charges tried, together
52 with the verdicts rendered, and all other
53 business transacted during their term of
54 office. They shall, in conjunction with

55 the General President and General Secre-
56 tary-Treasurer, have supervision over all
57 funds of the Brotherhood. They shall desig-
58 nate the banks in which the funds of the
59 Brotherhood shall be deposited. They shall
60 authorize and approve of all investments
61 made with the funds of the Brotherhood,
62 and are authorized, when the needs of the
63 organization require it, to dispose of any
64 of the securities held by the Grand Lodge
65 whenever such necessity occurs. They are
66 also empowered to fill all offices not oth-
67 erwise provided for, but shall not create
68 any salaried offices, and shall not be em-
69 ployed as regular deputies. They shall
70 require all help, such as clerks, stenog-
71 raphers, etc., employed in and around the
72 general offices, at conventions, or on other
73 business of this Brotherhood to have paid-
74 up cards in their respective organizations.
75 They shall submit a message to each con-
76 vention stating what legislation, in their
77 opinion, is necessary to promote the wel-
78 fare of the Brotherhood. They shall imme-
79 diately after their installation, meet and
80 elect a chairman, vice-chairmen and secre-
81 tary. While on duty members of the General
82 Executive Board shall receive such compen-
83 sation as designated for Vice-Presidents.

Duties of Editor and Manager

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11 lishing and the business management of the
12 Journal. He shall certify to the correctness
13 of all accounts before they can be paid by
14 the General Secretary-Treasurer. He shall
15 employ such assistants as are necessary to
16 properly manage the business of his office,
17 and in so doing shall give preference, so far
18 as practicable, to members of the Brother-
19 hood, all of which shall be subject to the
20 approval of the General President. He shall
21 conduct the official publication in har-
22 mony with the general policies of the
23 Brotherhood, and when proposed amend-
24 ments to the Constitution are published in
25 the Railway Carmen's Journal, he shall
26 have power to properly classify such
27 amendments, so as to facilitate the work
28 of the Grand Lodge whilst in session. He
29 shall not accept any advertising of non-
30 union articles. He shall within thirty (30)
31 days after his election, execute a bond for
32 the faithful performance of his duties; pay-
33 able and subject to the approval of the
34 General Executive Board. Premium cover-
35 ing same shall be paid by the Grand Lodge.

Committees and Their Duties

SEC. 14. *Duties of Law Committee.* They
2 shall meet not less than three days prior
3 to the convention for the purpose of act-
4 ing upon all resolutions and changes to
5 the Constitution that may have been sub-
6 mitted to them, and making report on
7 same to the convention. Said meeting shall
8 be held where designated by the General
9 President. They shall receive for their serv-
10 ices the same compensation as the General
11 Executive Board.

SEC. 15. There shall be appointed at
2 each convention of the Grand Lodge the fol-
3 lowing committees, to consist of seven mem-
4 bers each, who shall serve for the meeting

5 for which they were appointed: Rules and
6 Order of Business, Grand Lodge Officers'
7 Reports, Finance and Salaries, Ritual and
8 Secret Work, Claims and Appeals, Journal,
9 Resolution, Sick, Good and Welfare of
10 the Brotherhood, Transportation and Press.
11 The General President shall convene the
12 committee on Officers' Reports three days
13 prior to the convention.

Sec. 16. The Committee on Credentials
2 shall consist of the General President, As-
3 sistant General President, General Secre-
4 tary-Treasurer and Chairman of the Gen-
5 eral Executive Board, whose duty it shall
6 be to examine the credentials of all dele-
7 gates and see that they are entitled to seats
8 in the Convention.

Sec. 17. The Committee on Credentials
2 shall meet immediately after the meeting
3 of the General Executive Board, prior to
4 the convening of the Grand Lodge, to ex-
5 amine the credentials of delegates. Each
6 delegate shall forward his or her creden-
7 tials to the General Secretary-Treasurer
8 in time to reach his office not later than
9 30 days preceding the convention; also re-
10 tain one copy of credentials for identifi-
11 cation at convention. But no delegate
12 shall be allowed a seat in the convention
13 who does not appear on the record of the
14 Grand Lodge as a member in good stand-
15 ing of the Lodge he or she seeks to rep-
16 resent.

Sec. 18. Standing committees shall con-
2 vene as soon as practicable after their ap-
3 pointment, elect a chairman and secretary
4 and consider such matters as may be re-
5 ferred to them or brought to their atten-
6 tion. They shall submit their report in
7 writing, which report shall be signed by

the committee and read by the secretary
of said committee.

Source of Revenue

Sec. 19. The Grand Lodge shall establish and maintain a fund in which all Grand Lodge dues, charter fees, and all moneys accruing from the sale of supplies to subordinate lodges, and from all other sources not otherwise provided for in the Constitution, shall be kept and known as the general fund of the Grand Lodge, and shall be in the possession of the General Secretary-Treasurer for the purpose of defraying the expenses of the Grand Lodge.

Sec. 20. Each lodge instituted shall pay to the Grand Lodge a charter fee of \$2.00 for each member initiated as a charter member. The \$2.00 for each member initiated on date lodge is organized shall be paid to the Grand Lodge Officer. All new lodges so organized shall keep their charter open for thirty days, at the expiration of which time they shall be permanently closed. The Secretary shall at once forward to the General Secretary-Treasurer a complete list of charter members initiated since the date lodge was organized, accompanied by the sum of \$2.00 for each one. The General Secretary-Treasurer shall furnish each new lodge with a charter and usual list of supplies including a constitution and a receipt book for each charter member.

Sec. 21. Within fifteen days after the close of each quarter, each Subordinate Lodge shall submit a per capita tax report, showing the per capita tax being paid for each member. This per capita tax to be distributed by the General Secretary-Treasurer.

urer as follows: Sixteen (16) cents in the Convention Fund and of the remainder, thirty-five (35) per cent in the General Fund; twenty-six (26) per cent in the Protective Fund; thirty (30) per cent in the Death and Total Disability Fund; nine (9) per cent in the Journal Fund. In addition to the foregoing, each local lodge shall submit a monthly report, showing the names of those being admitted or readmitted to membership, and a fee of \$7.50 for each member admitted or readmitted. Two-thirds ($\frac{2}{3}$) of each fee to be placed in the Protective Fund and one-third ($\frac{1}{3}$) in the Death and Total Disability Fund.

Sec. 22. Any lodge failing to make such remittance will stand suspended until such returns are made.

Cause for Suspension of Charter

Sec. 23. The charter of any subordinate lodge shall be revoked by the Grand Lodge for refusing or neglecting to make returns and reports or for non-payment of dues and assessments to the Grand Lodge for six months; or when the membership shall have diminished so that less than seven members working at the trade as prescribed in Section 3, Subordinate Lodge Constitution, remain. For any of the following reasons the charter of any subordinate lodge may be suspended or revoked (at the option of the General President). Improper conduct, refusing or neglecting to conform to the Constitution, for neglecting to hold regular meetings (unless prevented by unavoidable cause), or neglecting or refusing to bring an officer or member to trial when directed by the General President to do so, or for failing to inflict the penalties imposed by the

22 Constitution upon members convicted of a
23 misdemeanor. But a charter shall not be
24 suspended or revoked for any of the last
25 four reasons above given until the lodge
26 has been notified and opportunity given
27 to answer the charges made against it.
28 When no answer is made the penalty im-
29 posed shall be for contempt.

Charges and Trials of Officers

Sec. 24. Any member preferring charges
2 against an officer of the Grand Lodge
3 shall reduce same to writing, and said
4 charges shall be signed by two-thirds of
5 the members in good standing of the lodge
6 in which the complaining member holds
7 membership, same to be forwarded, under
8 seal of the lodge, to the chairman of the
9 General Executive Board, and should
10 charges be preferred against a member of
11 the General Executive Board, the General
12 President shall have the power to appoint
13 a member of the B. R. C. of A. in good
14 standing to act as a member pro tem of
15 the General Executive Board until the ter-
16 mination of the trial.

Sec. 25. Upon receiving a copy of the
2 charges, the chairman of the General Ex-
3 ecutive Board shall forthwith appoint a
4 day for trial and forward a copy thereof
5 and notice of the trial and date thereof to
6 each member of the board, and also the
7 accused and accuser.

Sec. 26. At the date agreed upon the
2 board shall convene at the office of the
3 Grand Lodge and proceed to try the case.
4 If the accused cannot be present he may
5 appoint counsel to represent him, provided
6 that the person appointed to act as coun-
7 sel shall be a member in good standing.

CONSTITUTION

SEC. 27. The board may summon all witnesses to appear and present their testimony, but only one witness at a time shall be allowed to be present. The Secretary shall keep a full and complete record of the proceedings, and each witness shall be required to attach his signature to the testimony by him given.

SEC. 28. After all witnesses have been examined, the board shall render its decision as to the guilt or innocence of the accused, and if it be found that he is innocent he shall be acquitted and exonerated. But should he be found guilty he may be reprimanded, suspended or removed from office, as the board may determine.

SEC. 29. Any officer or member of the Grand Lodge or the complaining witness considering that an injustice has been done him by the General Executive Board, may appeal in writing to the ensuing meeting of the Grand Lodge, which appeal shall be filed with the General Secretary-Treasurer within thirty days from the time the verdict was rendered.

SEC. 30. Appeals filed with the General Secretary-Treasurer shall be presented to the meeting at the proper time and referred to the committee on appeals, who shall carefully and impartially consider the same and report the result to the convention, upon which that body shall determine whether the decision of the board shall be sustained or reversed.

SEC. 31. Any member misrepresenting the objects or standing of this Brotherhood shall, upon conviction of the same, be expelled.

Official Organ and Printing

Sec. 32. There shall be published and maintained at Grand Lodge headquarters an official organ known as the Railway Carmen's Journal, the expense of which shall be paid from the Journal fund. All expenses shall be certified to as correct by the Editor and Manager and approved by the General President. The Railway Carmen's Journal shall be furnished to each member in good standing (this to include superannuated members) as shown by reports to the General Secretary-Treasurer at a yearly subscription of nine (9) per cent of the per capita tax, raised and collected as per Section 21, same to be regarded as payment for such subscription. The official publication shall be furnished to other subscribers at the uniform rate of \$1.50 per annum, payable in advance. All moneys received by the Railway Carmen's Journal shall be placed in the hands of the General Secretary-Treasurer, who shall receipt for the same to the Editor and Manager, and same go to the Journal fund. The accounts of the Railway Carmen's Journal shall be kept separate from all other accounts, credit being given for members' subscriptions collected as per Section 21, and other subscriptions, advertising, etc. All money over what is necessary to meet the monthly expenses of the Journal, as per above, shall be turned into the general fund and used for organizing and other expenses. Space shall be reserved in the official organ for publication of Grand Lodge assessments and notices, and such space as may be necessary shall be reserved for the

38 use of the Loyal Star of America, the
39 ladies' auxiliary to the Brotherhood.

Printing and Supplies

Sec. 33. The printing of forms, blanks,
2 etc., and distribution of printed matter
3 shall be restricted to the Grand Lodge.
4 except notices of subordinate lodges to
5 their own members. Any violation of this
6 section shall be punished by suspension of
7 charter by General President. The print-
8 ing shall be done under the supervision of
9 the General Secretary-Treasurer and Gen-
10 eral President, and shall only be let to
11 offices employing union labor, and shall
12 bear the union label.

Sec. 34. All badges and paraphernalia
2 furnished by the Grand Lodge shall be
3 bought from union firms.

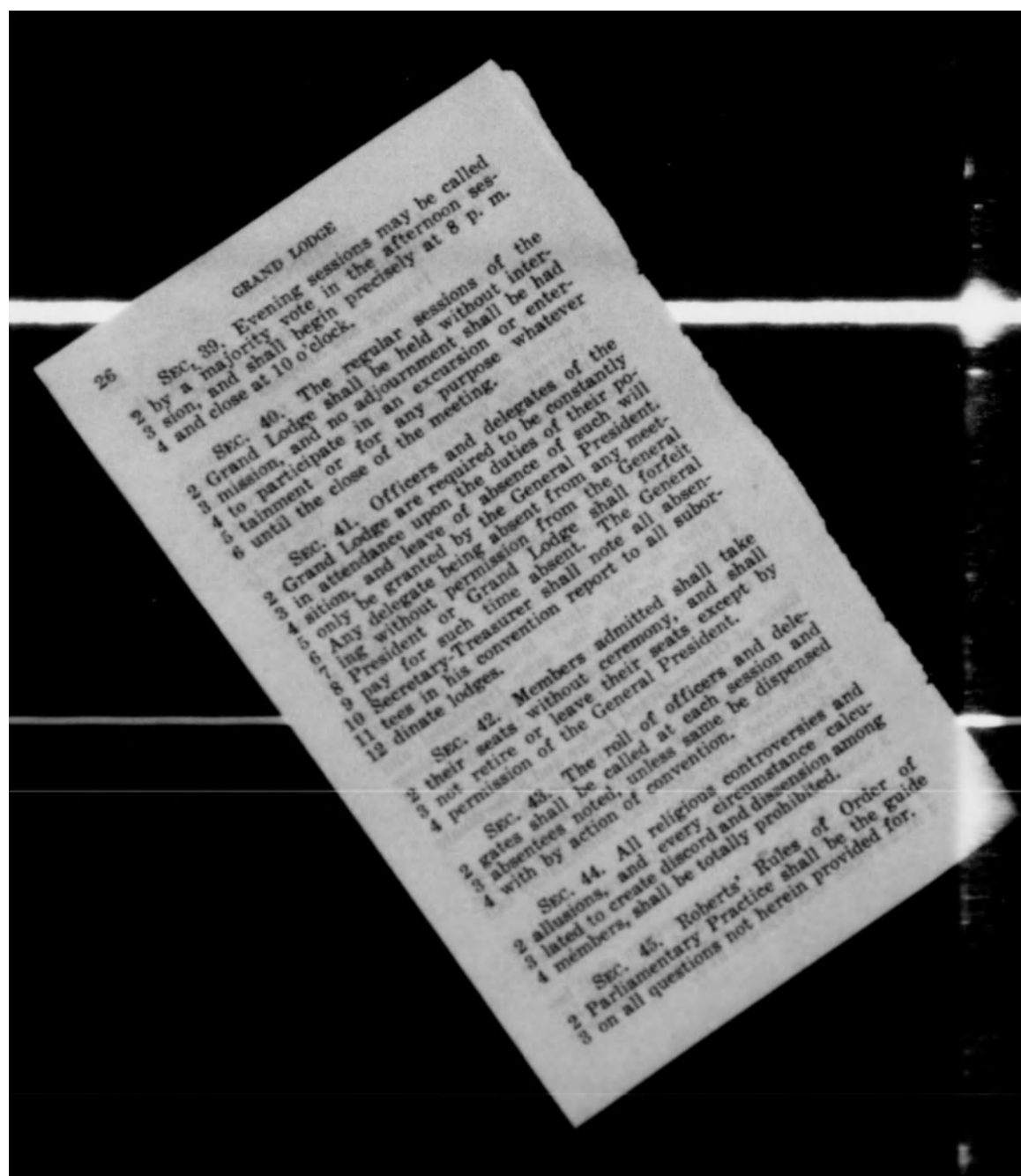
Sec. 35. The Ritual and Constitution
2 shall be printed in English, French and
3 also in any other language, providing
4 lodges desiring the same translated and
5 printed in any language other than those
6 mentioned above pay half the expense of
7 translating and printing.

Rules of Order—Grand Lodge and Subordinate Lodges as Far as Practicable

Sec. 36. The General President shall
2 take the chair every day precisely at the
3 appointed hour, and shall immediately call
4 the members to order.

Sec. 37. When the General President
2 takes the chair the officers and members
3 shall take their respective seats.

Sec. 38. Each morning session shall be-
2 gin precisely at 9 o'clock and adjourn at 12
3 Each afternoon session shall begin precisely
4 at 2 o'clock and adjourn at 5.



Sec. 46. Proxy voting in Grand or subordinate lodges is positively prohibited.

Sec. 47. The provisions of this Constitution shall be interpreted and construed according to their most plain and obvious meaning, and should any doubt arise as to the proper construction of any article or section thereof, it shall be referred to the General President, whose decisions shall be final, unless reversed by the Grand Lodge.

Sec. 48. No lodge hereafter organized shall bear the name of any living person or any existing lodge of the Brotherhood.

Legislative Department

Sec. 49. The Grand Lodge, Brotherhood Railway Carmen of America, shall create and maintain a department to be known as the "Legislative Department" of the Brotherhood Railway Carmen of America in accordance with the laws hereinafter provided.

Sec. 50. Said boards shall be organized for the purpose of protecting the interests of members along legislative lines in the several states, territories and provinces of the United States, Canada, and Mexico, and shall publish report of action and legislation that has been attempted or completed, regularly in the Carmen's Journal.

How Organized

Sec. 51. Commencing with the first meeting in the month of 19...., and at the first meeting in the month of 19...., and each two years thereafter, each lodge shall elect in the manner provided for the election of officers, a member who shall be known as its legislative representative, whose term of office

shall be for the ensuing two years, or until his successor is duly qualified.

SEC. 52. At any time prior to, or during a regular or special session of the legislature, any lodge in the state, territory or province may make application over seal to the General President to ascertain from the lodges in the state or province if it be their wish that a Legislative Board be organized for the approaching session of the legislature, or if, after the legislature has convened to consider any situation which may have arisen which they deem of importance to the members, accompanying such request with any general or special reasons why, in their judgment, the legislative representatives should be convened for the organization of a Legislative Board.

SEC. 53. Immediately upon receipt of this request the General President shall submit the matter to the several lodges through circular; each lodge on receipt of said circular will consider the matter and notify the General President of its action within the time specified.

SEC. 54. If a majority of the lodges vote in favor of convening the legislative representatives, the General President will issue a call for such, naming time and place. If less than a majority of the lodges in the state or territory or province vote in favor of convening the legislative representatives on the call made, they will not be convened, and no legislative board will be organized.

Legislative Representatives and Boards

SEC. 55. On the assembling of the legislative representatives, in accordance with the above provisions, they will proceed to

4 the organization of a Legislative Board by
5 the election of a chairman, vice-chairman
6 and secretary, whose term of office shall
7 be for two years, and whose duties shall
8 be such as usually devolve upon such offi-
9 cers. Chairman and Secretary to be pro-
10 vided with seal of legislative board with
11 title and name of state, province or terri-
12 tory in which the legislative board is
13 located.

Sec. 56. Should the office of chairman
2 or secretary of the Legislative Board be-
3 come vacant, the vice-chairman will suc-
4 ceed to the position, and the chairman and
5 secretary will proceed to appoint from
6 among the legislative representatives in
7 the state, territory or province, a vice-
8 chairman to fill the vacancy caused by the
9 succession. There shall be elected a Board
10 of Trustees, who shall hold office until the
11 next meeting of the association. They shall
12 carefully audit the books of the Secretary-
13 Treasurer prior to each meeting, or at
14 least once each year. They shall approve
15 all bills incurred by members on behalf of
16 the association. The expense bills of the
17 chairman of legislative representatives at-
18 tending the meeting of the legislature shall
19 be approved by the Vice-Chairman and
20 paid by the Secretary-Treasurer.

Sec. 57. One or more members of the
2 board thus constituted, in the judgment of
3 the legislative representatives, may be se-
4 lected to remain at the capital during the
5 session of the legislature and devote "all"
6 of his or their time to securing the enact-
7 ment of such laws or the repeal or modifi-
8 cation of such others as prescribed by the
9 Legislative Board.

Sec. 58. The legislative representative
2 will be authorized to co-operate with other

labor, farmer, and industrial organizations to this end.

Sec. 59. Legislative representatives in meeting assembled shall have the power to do and authorize such things not inconsistent with the laws and policy of the Brotherhood Railway Carmen of America, which in their judgment will be of benefit in carrying out the purposes of this department.

Compensation—How Provided For

Sec. 60. Legislative representatives in meeting assembled shall fix the compensation for their services and that of the members of the Legislative Board, with an additional allowance for hotel expenses and all reasonable expenses for telegraphing, typewriting, postage, stationery, and hall rent; and such legislative representatives in meeting assembled are empowered to estimate the approximate expense of their meeting and that of the Legislative Board and present the bill to the Secretary. Treasurer, said bill to be paid as provided for in Section 63.

Reports

Sec. 61. At the close of each legislative season the Legislative Board shall file a complete report of all business transacted by them, duly attested with their signatures and that of the Secretary, who shall cause a certified copy thereof to be furnished each lodge in the state, territory or province, and shall also forward a copy to the General President. Included in this report shall be an itemized bill for services rendered.

Legislative Fund, How Collected

Sec. 62. Each lodge in the state, territory or province shall forward to the Sec-

3 retary-Treasurercents per quarter
4 for each member, payable as per capita
5 tax. Any lodge failing to send to the Sec-
6 retary-Treasurer of the legislative board
7 the amount of per capita tax agreed on by
8 a majority vote of the members in the
9 state, territory or province where the as-
10 sociation is located, within 30 days after
11 the expiration of each quarter shall stand
12 suspended with the Grand Lodge until
13 such remittance is made. The Secretary-
14 Treasurer shall report the standing of the
15 lodges in the association at the expiration
16 of each quarter to the General Secretary-
17 Treasurer. The board of trustees shall
18 have the power to remove any officer of
19 the association, upon conviction of com-
20 plaint made by any one lodge in the state;
21 provided that such officer shall have a
22 right to appeal to the membership in the
23 state, territory or province in which the
24 association is located.

SEC. 63. The Secretary-Treasurer shall
2 have charge of the books and records of
3 this association. He shall collect the
4 monthly per capita tax from all lodges in
5 the association and give a receipt therefor,
6 pay all bills when certified to by the
7 chairman or Vice-Chairman. At the close
8 of each fiscal year he shall transmit to
9 each lodge a complete statement of the
10 financial transactions of his office and
11 funds on hand and perform such other
12 duties as usually devolve upon secretary-
13 treasurers of similar organizations. He
14 shall be bonded in the sum of not less than
15 \$1,000, said bond to be placed with the
16 General Secretary-Treasurer for safe-
17 keeping. He shall attend each meeting of
18 the association, with all books, papers, etc.,
19 same to be audited by the committee ap-
20 pointed for that purpose, and at the ex-

21 piration of his term of office he shall
22 deliver all the funds, books and paper in
23 his possession, belonging to the association,
24 to his successor in office, when he is
25 qualified, according to the Constitution.

Sec. 64. Any member of this Brotherhood interfering with legislative matters affecting national, state, territorial, dominion or provincial legislation, adversely affecting the interests of our members, shall, upon conviction, be expelled; provided, however, he or she shall have right of appeal through his or her lodge within thirty days after expulsion.

Brotherhood Protective Fund—Object

Sec. 65. For the purpose of protecting the interests of its members and for defraying the legitimate expenses of conducting a suspension of work authorized by the proper authority of the Brotherhood, the Grand Lodge of the Brotherhood Railway Carmen of America shall establish and maintain a fund to be known as the "Protective Fund of the Brotherhood," in which all members shall participate, except members not actually employed in the car department, which shall be used as hereinafter provided.

Protective Fund—Record Of

Sec. 66. The General Secretary-Treasurer shall keep a correct record of all receipts from subordinate lodges for this purpose, and make a semi-annual report of the amount received from each subordinate lodge to each subordinate lodge.

Special Assessment for Protective Fund

Sec. 67. In case of an emergency, should the funds thus created prove insufficient, the General President and Gen-

4 eral Secretary-Treasurer, in conjunction
5 with the General Executive Board, may
6 levy such additional assessment and in
7 such amount as is required for protection
8 of the members; provided, such assess-
9 ment shall not exceed one dollar per mem-
10 ber in any one month.

When Protective Benefits May Be Paid

Sec. 68. When in accordance with the
2 rules hereinbefore provided the members
3 of the Brotherhood have inaugurated a
4 suspension of work and a settlement is
5 not effected within five (5) days, the Gen-
6 eral Executive Board shall review the situ-
7 ation and if necessary, grant benefits to the
8 members involved. If the suspension should
9 continue a longer period, they shall receive
10 benefits from the first day of the sus-
11 pension, and the General Chairman of the
12 Joint Protective Board of the system or
13 company involved shall be placed under the
14 supervision of the General President, and
15 be paid such compensation and expenses
16 as the General President, General Secre-
17 tary-Treasurer and General Executive
18 Board may deem advisable, out of the
19 Grand Lodge protective fund during said
20 suspension of work, but no longer.

Amount of Benefits—When Payable

Sec. 69. Strike benefits shall be paid
2 to lodges in accordance with their mem-
3 bership, and the amounts received by local
4 lodges from the General Secretary Treas-
5 urer shall be equally divided among all
6 the members unemployed through strike,
7 except that members who are at the heads
8 of families shall receive 50 per cent more
9 than single members, payments to com-
10 mence seven days after the strike has
11 been authorized by the General President.
12 The General President, the General Sec-

13 retary-Treasurer, and General Executive
14 Board shall use their judgment in appro-
15 priating funds from the Protective Fund
16 for the purpose of paying benefits at the
17 time of suspension of work on any sys-
18 tem, and shall appropriate from the pro-
19 tective fund a certain amount monthly,
20 based on the number of members on strike,
21 reported by each lodge, when the protec-
22 tive fund will permit. Men who secure
23 employment will not be entitled to bene-
24 fits after date of said employment. Blank
25 payrolls shall be provided and forwarded
26 by the General Secretary-Treasurer to
27 each lodge on the line of system involved;
28 said payroll shall be made to show a full
29 register of the names of the striking mem-
30 bers entitled to pay, with the number of
31 days due them set opposite their respective
32 names, and returned to the General Secre-
33 tary-Treasurer as hereinafter provided.

Payroll Furnished by Joint Protective Board

Sec. 70. When the members in any
2 locality are entitled to financial relief un-
3 der the provisions of the foregoing sections,
4 the President and Financial Secretary in
5 such locality shall forward to the Gen-
6 eral Secretary-Treasurer, under seal of
7 the several lodges involved, and certify
8 with their signature to the correctness of
9 the monthly payroll provided in the fore-
10 going section, the payroll shall be made
11 out with ink, showing the names of mem-
12 bers entitled to pay, with the number of
13 days due them set opposite their respec-
14 tive names. The General Secretary-Treas-
15 urer, by direction of the General Presi-
16 dent, shall draw from protective fund the
17 amount appropriated, according to previ-
18 ous section, and pay the same to the Fi-
19 nancial Secretaries of the several lodges,
20 who shall receipt therefor and disburse the

21 same as hereinafter provided. On receipt
22 of payroll and amount due thereon from
23 the General Secretary-Treasurer, the Fi-
24 nancial Secretaries shall forthwith pay the
25 same to the parties entitled thereto, secure
26 their signatures to the payroll, and return
27 receipted payroll to the General Secretary-
28 Treasurer. Financial Secretaries shall keep
29 a correct account of all moneys received
30 and distributed by them.

Penalty for Violating These Laws

SEC. 71. Any member or members vio-
lating these protective laws upon conviction
thereof shall be expelled.

**DEATH AND TOTAL DISABILITY
BENEFIT DEPARTMENT**

SEC. 72. There shall be maintained at
Grand Lodge ~~respective~~ a fund to be
known as a Death and Total Disability
Benefit Fund.

SEC. 73. The object of this fund is to
pay to totally disabled members or to the
beneficiary of deceased members of the
Brotherhood such pecuniary aid as may be
provided by these laws and such as may
hereafter be made—for the purpose of as-
sisting to defray the expenses of and in-
cidental to the funeral of such deceased
members.

Death Benefit

SEC. 74. Upon the death of any member
in good standing in a Subordinate Lodge,
the Financial Secretary shall fill out a
Subordinate Lodge Officers' Certificate of
Death Form, giving a full and complete
record of the membership of the deceased
member, to be obtained from the books of
the local lodge. This form shall be signed
by the President and Financial Secretary

10 and shall bear the seal of the lodge. The
11 Financial Secretary shall forward this
12 form to the General Secretary-Treasurer.

Total Disability

13 Any member, legally in benefit, who be-
14 comes totally and permanently disabled and
15 is so incapacitated from again following
16 the trade for a livelihood, shall be entitled
17 to the disability benefits as prescribed in
18 this Constitution. *Superannuated members*
19 *are not eligible for the payment of total*
20 *disability benefits.* The payment of this
21 benefit shall relieve the Brotherhood from
22 any further financial obligation to said
23 member, and he or she shall be regarded
24 thereafter only as an honorary member.
25 Application for total disability benefit shall
26 be made on a Subordinate Lodge Officers'
27 Certificate of Total Disability Form. Said
28 form to be signed by the President and Fi-
29 nancial Secretary, and shall bear the seal
30 of the lodge. The Financial Secretary shall
31 forward the form to the General Secretary-
32 Treasurer. Permanent total disability shall
33 consist of total blindness, the loss of an
34 arm, or leg, or both; the total disability of
35 a limb; or total and permanent disability
36 through accident. When such disability oc-
37 curs through the abuse of alcoholic drinks,
38 or the use of narcotics, the disabled member
39 shall not be entitled to benefit. In all claims
40 for disability the claimant shall furnish the
41 local lodge with a certificate from the doc-
42 tor attending him, stating the nature of the
43 disability. Except in a case of total blind-
44 ness, the loss of an arm, or leg, or both, the
45 lodge shall select two qualified physicians
46 who shall report to the local lodge in writ-
47 ing, the nature of the disability and the
48 possibility of recovering. The expense of
49 said examination shall be paid by the local

50 lodes, and the reports of said physicians
51 shall be sent to the General Secretary-
52 Treasurer.

Disapproval—Appeal

Sac. 75. Upon receipt of a claim the
2 General Secretary-Treasurer shall investi-
3 gate the same by comparing the record as
4 furnished by the Financial Secretary with
5 the records at Grand Lodge, and if found
6 correct and approved by him, he shall at
7 once forward to the Financial Secretary a
8 bank cheque or draft for the amount due,
9 and payable to the person or persons en-
10 titled to receive it. If the claim is disap-
11 proved by the General Secretary-Treasurer,
12 the party or parties shall have the right to
13 appeal to the General Executive Board any
14 time within six months after date of disap-
15 proval, and if still dissatisfied after Gener-
16 al Executive Board has rendered its deci-
17 sion, shall have the right to appeal to the
18 next General Convention.

Benefits

Sac. 76. The amounts to be paid from
2 this fund shall be as follows: Upon the
3 death or total disability of a member in
4 continuous good standing, the following
5 benefits shall be paid to the beneficiary:
6 One (1) year Fifty (\$50) Dollars
7 Two (2) years One Hundred (\$100)
8 Dollars.
9 Three (3) years One Hundred and Fifty
10 (\$150) Dollars.
11 Four (4) years Two Hundred (\$200)
12 Dollars.
13 Five (5) years Two Hundred and Fifty
14 (\$250) Dollars.
15 Six (6) years Three Hundred (\$300)
16 Dollars.
17 Upon the death or total disability of a
18 member in continuous good standing, who

19 at his admittance or readmittance after
20 January 1, 1951, was 60 years of age or
21 over at nearest birthday, the following
22 benefits shall be paid to the beneficiary:

23 Two (2) years Fifty (\$50) Dollars.
24 Four (4) years One Hundred (\$100)

25 Dollars.
26 Six (6) years One Hundred and Fifty

27 (\$150) Dollars.
28 Eight (8) years Two Hundred (\$200)

29 Dollars.
30 Ten (10) years Two Hundred and Fifty

31 (\$250) Dollars.
32 Twelve (12) years Three Hundred (\$300)

33 Dollars.
34 A members year—or years—of con-

35 tinuous good standing shall date from his
36 or her initiation, or from his or her last

37 readmittance, or deposit of withdrawal
38 card. Any member becoming delinquent

39 to the extent of two full months' dues or
40 assessments, shall forfeit all rights to the

41 benefits provided for in this department.

Sec. 77. On being initiated into a Sub-
2 ordinate Lodge, each member shall design-
3 ate the person or persons to whom the
4 beneficiary money shall be paid.

5 In case any member at present in the
6 Brotherhood or who may join hereafter

7 shall fail to designate by will or otherwise
8 to whom the beneficiary money shall be

9 paid, the same shall be paid to the local
10 lodge, which will take charge of the fa-

11 neral and use the beneficiary money to as-

12 sist in defraying the funeral expenses.
13 Should there be any money remaining after

14 the funeral bills are paid, the lodge shall
15 pay the same to the heirs-at-law. If none

16 are found, the balance—if any—shall re-
17 vert to the Grand Lodge Death and Total

18 Disability Fund.

Sec. 78. *Class (a).* The Beneficiaries of members whose deaths are caused through over-indulgence in alcoholic liquors, or the use of narcotics, or by exposing themselves to risks to which members are not usually liable (their country's service in time of war excepted), shall not be entitled to any benefits from the Brotherhood, nor shall their legal heirs be entitled to any benefits. Members engaged in any occupation of a hazardous nature other than those listed in Section 6, Subordinate Lodge Constitution, or who are employed by corporations, municipalities or individuals in time of strikes or lockouts as special policemen, detectives, watchmen or deputy sheriffs, shall be considered as exposing themselves to risks to which members are not usually liable and shall be required to at once withdraw from membership.

Class (b). Any member in good standing with the Grand Lodge is eligible for superannuation when retired on pension. A member is eligible for superannuation, if, through disability or otherwise, he or she is, in the future, unable to take employment where compensation is paid for service rendered. Members can only be placed on the superannuated list by the Grand Lodge. Superannuated members may retain all rights to participate in the death benefit fund by the payment in the said fund of the sum of fifty cents (\$50c) each month. Except those superannuated prior to January 1, 1942, in which case the present monthly payment of twenty-five cents (\$25c) will be continued. No local lodge shall be required to pay per capita tax on any member as reported to Grand Lodge. Said twenty-five cents (\$25c), or said fifty cents (\$50c) to be collected by Financial Secretary of local lodge wherein such person holds membership, who shall forward same

44 to the General Secretary-Treasurer with
45 the quarterly per capita tax report. Such
46 members paying the sum as provided in
47 this clause shall be considered in continu-
48 ous good standing and entitled to death
49 benefit as per Section 76.

50 Members who allow themselves to become
51 over two months in arrears shall be dropped
52 for non-payment of dues. Members becom-
53 ing dropped for non-payment of dues un-
54 der this clause shall not be entitled to re-
55 admittance. In the event the amount in the
56 Death and Total Disability Fund drops
57 below \$100,000 the General President is
58 authorized to levy an assessment of fifty
59 cents (50c) per member. Any member in
60 good standing who may be called to the
61 military or naval service of his or her
62 country in time of war may retain all
63 rights to participate in the death benefit
64 fund by the payment to the Grand Lodge
65 of the same rate established for superan-
66 nuated members.

67 A superannuated member financially an-
68 able to pay his or her dues, can request in
69 writing that the lodge advance such dues,
70 and that such advance shall be a prior
71 claim of the local lodge to that much of the
72 Grand Lodge Death Benefit, providing that
73 a statement of such claim be attached to
74 the Subordinate Lodge Officers' Certificate
75 of Death, giving the General Secretary-
76 Treasurer notice of the lien; otherwise, it
77 shall be construed to be waived in favor of
78 the named beneficiary or beneficiaries of
79 the member. Where such request is made
80 the necessary forms shall be requested by
81 the lodge concerned from the General Sec-
82 retary-Treasurer.

83 Sec. 78. This Brotherhood shall never
84 be dissolved while there are seven mem-
85 bers who wish to hold the charter. This

CONSTITUTION

41

4 section shall never be altered, amended,
5 suspended or repealed.

SUBORDINATE LODGE
CONSTITUTION

Name of Lodge

SECTION 1. This organization shall be
2 known as Lodge, No.
3 Brotherhood Railway Carmen of America,
4 located in the County of
5 and state of
6 and shall hold and exercise all powers and
7 privileges granted by its charter.

SEC. 2. The charter fee shall be \$3.00
2 for each charter member and shall accom-
3 pany the application or shall be paid to
4 the Grand Lodge Officer at time of insti-
5 tuting the lodge. All new lodges so organ-
6 ized shall keep their charter open for 30
7 days, at the expiration of which time they
8 shall be permanently closed. The Secretary
9 shall at once forward to the General Secre-
10 tary-Treasurer a complete list of charter
11 members initiated since the date the lodge
12 was organized, accompanied by the sum of
13 \$2.00 for each one. Their per capita tax
14 shall commence the first of the following
15 month. The charter shall not be opened ex-
16 cept by special dispensation of the General
17 President.

How Composed

SEC. 3. It shall be composed of at least
2 seven members working at the trade, qual-
3 ified as hereinafter provided, and cannot
4 voluntarily dissolve or surrender its char-
5 ter as long as that number of members
6 object and will enter into a written agree-
7 ment to sustain it.

SUBORDINATE LODGE

SEC. 4. Any number of persons, not less than seven, working at the trade, having the prescribed qualifications, may petition the Grand Lodge for a charter for a subordinate lodge. Not more than one charter to be issued for a subordinate lodge at any one point on any one railroad, unless the Local Subordinate Lodge and the Joint Protective Executive Board on the railroad having jurisdiction petition the Grand Lodge for an additional charter for a subordinate lodge, or when in the judgment of the General President, an additional subordinate lodge is necessary to meet a special condition at such a point.

SEC. 5. The petitioners shall meet at the time and place fixed upon by the Grand Lodge Officer and proceed to vote by secret ballot under the supervision of the organizing officer for each applicant in turn. If five or more black balls appear against an applicant, he or she shall be declared rejected, and his or her petition for membership in the Brotherhood shall not again be received for a period of three months thereafter.

Qualifications for Membership

SEC. 6 *Clause (a)*. Any person 16 years of age and over, who believes in the existence of a Supreme Being, who is free from hereditary or contracted diseases, of good moral character and habits, who is employed at the time he or she makes application for membership as builder or repairer on all classes of railroad, electric motor cars, coaches, and automotive equipment, wood, steel, plastic or other material. Car inspector, car oiler, coach, gas and steam pipe work, coupling and uncoupling of air, steam and single horse on all freight

CONSTITUTION

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14 passenger and refrigerator cars, testing
 15 air brakes and steam on all trains with or
 16 without locomotives, removing and apply-
 17 ing of bearings, including roller bearings.
 18 Removing and applying, coupling and un-
 19 coupling steam connectors on all trains,
 20 bleeding of cars. All carpenters, caulkers,
 21 fender-makers and sawyers employed in
 22 railroad marine work. Steel cabs, steel
 23 pilots, pilot beams and steel running
 24 boards, millwrights, drill press men, air
 25 brake and triple valve work, cabinet work,
 26 upholsterer, pattern maker in car depart-
 27 ment, planing mill work, bench, coach, lo-
 28 comotive motor coach, automotive equip-
 29 ment, and all other carpenters in car de-
 30 partment, tender and tank work, locomo-
 31 tive, coach, motor coach, automotive equip-
 32 ment and car painting and all finish work
 33 pertaining thereto, fitters, all axle lathe,
 34 wheel borers, wheel press, bolt cutter and
 35 threader, nut tappers and pipe fitters em-
 36 ployed in car department, material handler,
 37 boiler lagging and axle light work on wood
 38 or steel cars, foreman and assistant, wreck-
 39 ing engineer and crews, punch and shear
 40 operators in car department, and employees
 41 assigned to handle acetylene, thermit, or
 42 electric process, on work that was gener-
 43 ally recognized as Carman's work prior to
 44 the introduction of such process, coach
 45 cleaners and all helpers employed in any
 46 of the classifications above mentioned,
 47 shall be eligible to membership in this
 48 Brotherhood; providing that any person
 49 making application for membership who is
 50 a member of any Organization that has
 51 for its purpose the overthrow of the pres-
 52 ent form of Government of the United

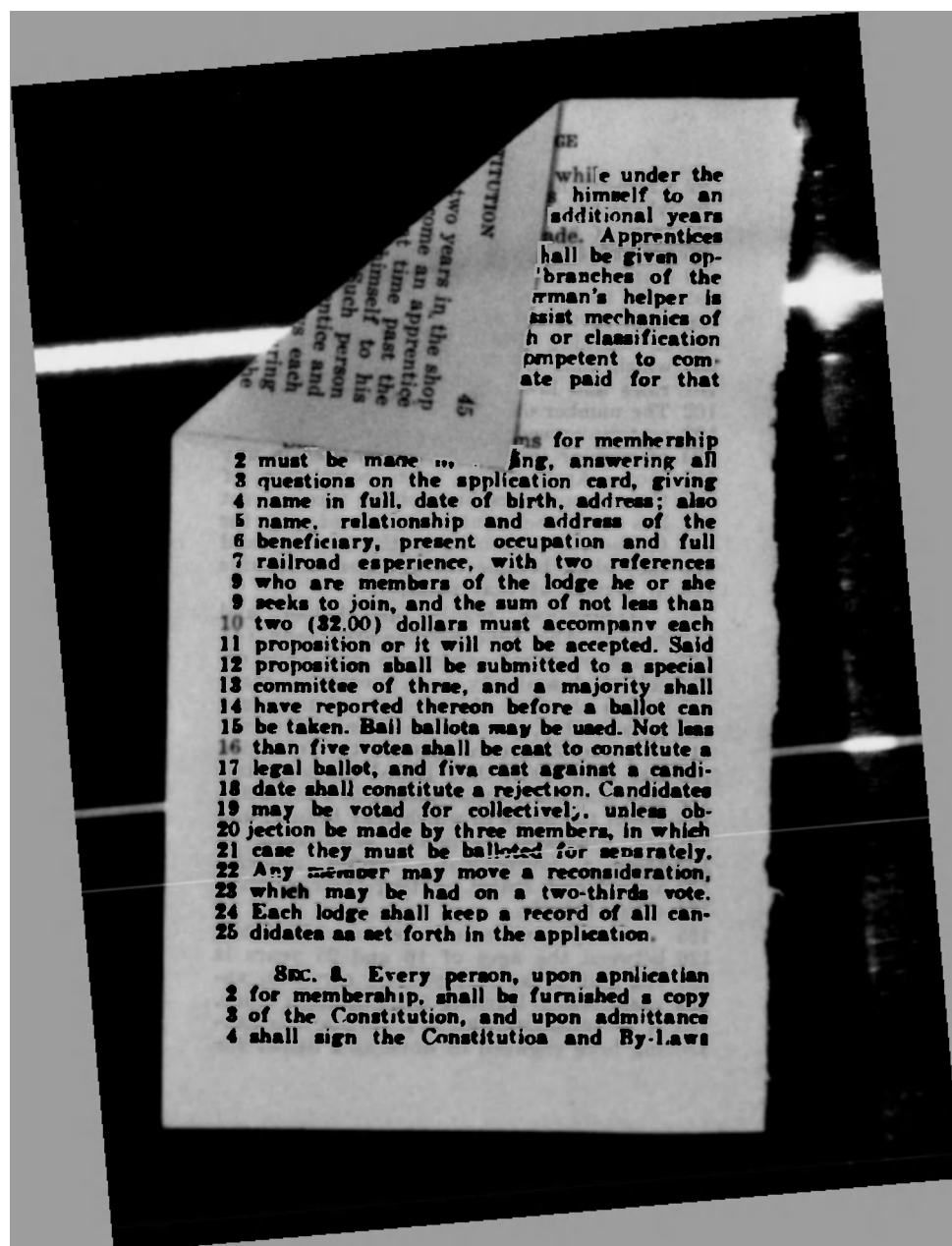
53 States of America or Canada by force or
54 subversive action shall be rejected or if he
55 or she is admitted and later becomes a
56 member of such an Organization, he or she
57 shall be expelled; further, if he or she was
58 a member of any Organization that has for
59 its purpose the overthrow of the present
60 form of Government of the United States
61 of America or Canada at the time he or
62 she was admitted to membership and it
63 is developed later that he or she was a
64 member of such Organization under an
65 assumed name, he or she shall be expelled
66 from the order; providing that any person
67 making application for membership who
68 is not a citizen of the United States or
69 Canada must present his or her first natu-
70 ralisation papers or make affidavit that
71 he or she has applied to the proper au-
72 thorities for same.

73 *Clause (b).* Any person engaging him-
74 self to learn the Carman's trade shall
75 serve an apprenticeship of eight periods
76 of 180 days each. Any apprentice failing
77 to comply with this provision shall stand
78 suspended from any and all benefits of
79 the Grand Lodge and the Local Lodge of
80 which he is a member until he returns to
81 his employer. Failure to return to his
82 employer within three months shall be
83 sufficient cause for his expulsion. The
84 ratio of apprentices shall be one appren-
85 tice for every fifteen journeymen Carmen
86 employed. No person shall engage himself
87 as an apprentice until he has reached the
88 age of 16 years, and no person shall en-
89 gage himself as an apprentice after he
90 has reached the age of 26 years, except
91 that any person who has worked as a

92 Carman's helper for two years in the shop
93 where he desires to become an apprentice
94 may, if he is not at that time past the
95 age of 35 years, engage himself to his
96 employer as an apprentice. Such person
97 shall be known as a helper-apprentice and
98 shall serve six periods of 130 days each
99 in learning the Carman's trade during
100 which time he shall be governed by the
101 rules and laws applicable to apprentices.
102 The number of helper-apprentices shall at
103 no time exceed 50 per cent of the number
104 of regular indentured apprentices in any
105 shop. Apprentices, upon completion of
106 their apprenticeship, shall receive not
107 less than the minimum rate of pay for
108 Carman, if retained in the service, and
109 they shall become the youngest mechanic
110 in service at that point.

111 Apprentices, regular and helper, and
112 helpers who have accumulated four (4)
113 years practical experience and have es-
114 tablished seniority as a mechanic, shall,
115 within the last thirty days of their ap-
116 prenticeship, pay to the Financial Secre-
117 tary the difference between the Initiation
118 Fee paid when they joined the organiza-
119 tion and the regular mechanic's initiation
120 fee of the lodge to which they belong; and
121 the Financial Secretary shall issue to
122 them a journeyman's receipt properly
123 signed and sealed, stating their classifi-
124 cation therein.

125 An apprentice is a person who while
126 between the ages of 16 and 25 years is
127 engaged to an employer to serve an ap-
128 prenticeship learning the Carman's trade.
129 A helper-apprentice is a person who hav-
130 ing been engaged in work as a helper for



5 and thereby agree to support the same and
6 pay all lodge demands. All copies of Con-
7 stitution and By-Laws printed in the fu-
8 ture shall have in duplicate, a blank certifi-
9 cate of membership on the inner leaf so
10 that members admitted may fill out and
11 sign and thereby conform to this section.
12 the duplicate to be detached and retained
13 by the local lodge.

Sec. 9. Candidates failing to present
2 themselves within sixty days after their
3 election and notification shall forfeit the
4 proposition fee, provided that in case of
5 sickness or other unavoidable excuse the
6 lodge may, by a majority vote, grant an
7 extension of time.

Sec. 10. Persons claiming to have been
2 members of the order, but who are unable
3 to establish satisfactorily their former
4 connection with the order, can only be ad-
5 mitted by initiation, setting forth in their
6 petition that they have never been sus-
7 pended or expelled for crime from any
8 lodge, and they are unable to obtain evi-
9 dence of their former connection with the
10 order.

Sec. 11. Any person desiring to become
2 a member of this order and who has been
3 expelled from the order, must present a
4 petition for membership, stating therein
5 the date of expulsion and for what cause
6 expelled, together with date of birth, pro-
7 fess occupation and place of residence. The
8 petition must be referred to the usual com-
9 mittee, and if said committee reports fa-
10 vorably thereon the President shall put the
11 following question to the lodge: Will the
12 lodge and the General President grant
13 a dispensation in this lodge to restore
14 M _____ to the privileges of the order?

15 Which question shall be decided by bal-
16 lot, and if a majority of all the members
17 present vote in the affirmative, the Secre-
18 tary shall make out said request and for-
19 ward the same to the General President,
20 certified in due form. If the General Pre-
21 sident grants the dispensation applied for,
22 the candidate shall then be balloted for as
23 in other cases, which ballot is governed by
24 Section 7.

SEC. 12. Members changing their places
2 of employment shall, within ten days, or
3 not later than the end of the month, deposit
4 their transfer cards with the lodge in
5 whose jurisdiction they are employed, and
6 shall be admitted without vote. Transfer
7 cards shall be granted only to the end of
8 the month in which they are applied for.

9 In the event a member fails or refuses
10 to apply for a transfer in accordance with
11 lines 2 and 3 of this section, the lodge un-
12 der whose jurisdiction he or she is em-
13 ployed shall make the application, collect
14 arrears of dues, if any, and remit same
15 to the lodge issuing transfer. The lodge
16 issuing transfer cards shall report to Grand
17 Lodge on the monthly form provided for
18 that purpose the names of the members
19 who have taken transfer cards. The lodge
20 accepting same shall notify Grand Lodge
21 on the monthly report, giving name and
22 number of lodge members came from as
23 shown by cards. A transfer card not de-
24 posited within the time for which issued
25 shall be returned to the issuing lodge, and
26 any member failing to either deposit his
27 or her card within the required time, or
28 return same to the lodge that issued it,
29 within 30 days from date of expiration of
30 card, shall forfeit membership in the or-
31 der, and can only be readmitted by con-
32 sulting with Section 7. No member shall

23 charges shall be entitled to transfer card.
24 Any member applying for a transfer card
25 shall pay all dues, fines and assessments up
26 to the end of the month in which he or she
27 applies for the card. The monthly per
28 capita tax to Grand Lodge shall be paid by
29 the lodge issuing transfer card for the
30 month in which cards are issued.

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Sec. 13. A withdrawal card shall be
2 granted any member in good standing who
3 desires it, upon making application in writ-
4 ing to his or her lodge, stating he or she
5 has changed occupation or is leaving the
6 railroad service and does not intend to fol-
7 low any of the occupations as specified by
8 qualifications for membership in Section
9 6, and has paid all dues and assessments
10 against him or her and is free from all
11 charges. Such member making applica-
12 tion for withdrawal card must pay all dues
13 and assessments up to the end of the
14 month in which application is made for
15 the card. In addition said member shall
16 pay 25 cents for the card. Withdrawal
17 shall date from the month in which the
18 card is issued.

Sec. 14. A member who severs con-
2 tention from the order, in the manner pro-
3 vided in the preceding section, and after-
4 wards desires to be readmitted, must, when
5 making application for readmission, pre-
6 sent withdrawal card, or if said card be
7 lost or destroyed, must then present some
8 proof of loss. Application must be made
9 in the same manner and form as that
10 provided for admission to membership, and
11 card to be accepted by a majority vote,
12 and dues to commence from date of accept-
13 ance of said card. A member depositing a
14 withdrawal card shall not be required to
15 pay any fees whatever, provided with-

drawal card has been deposited within 30 days after being re-employed at car work. When withdrawal cards are accepted by a lodge for the readmittance of a former member, the lodge must attach the withdrawal card to the monthly report to the Grand Lodge. Should a withdrawal card be rejected, it must be returned to the applicant, and no indorsement shall be made thereon that he or she has been rejected, but report of action of lodge must be forwarded to General Secretary-Treasurer. In case his or her former lodge or Grand lodge demands the retention of said card, it shall be forthwith returned to the authority so demanding it.

Rejected Candidates

Sec. 15. When a candidate has been rejected, a true report shall be made to the General Secretary-Treasurer, and a rejected candidate shall not again be proposed for three months.

Meetings

Sec. 16. Subordinate lodges shall hold meetings not less than once each month, at such times and place as shall be provided for in the By-Laws, and six members working at the trade shall constitute a quorum for the transaction of business.

Sec. 17. Special meetings must not be called except on the written application of members working at the trade. In local lodges of less than one hundred (100) members the application must be signed by five (5). In local lodges of more than one hundred (100) the application must be signed by five per cent (5%) stating the subject of the meeting, and no business shall be transacted excepting that stated in the call; as many members as possible

12 shall be notified of the special meeting.

Sac. 18. Smoking while the lodge is in session shall be left to the discretion of the local lodges.

Sac. 19. Within fifteen (15) days after the close of each quarter each lodge shall submit a per capita tax report to the General Secretary-Treasurer, showing the number of members in good standing at the end of the quarter, accompanied by the monthly per capita tax of \$1.50 for each mechanic, \$1.35 for each apprentice, \$1.35 for each helper, \$1.25 for each coach cleaner, 50c for each unemployed member, 50c for each superannuated member who was superannuated after January 1, 1942, and 25c for each superannuated member who was superannuated prior to January 1, 1942, but shall not be required to pay per capita tax on any member coming in by deposit of transfer card during the month. In addition to the foregoing the Financial Secretary shall execute and submit a monthly report on which is shown the names and all other particulars of those being admitted or readmitted to membership, and those who are to be dropped from the rolls of the lodge. A fee of \$7.50 for each admitted or readmitted member to accompany the report. Such remittances to be made either by cash in registered letter, post office money order, express money order, bank draft or check. Lodges shall not be required to pay per capita tax on members receiving strike receipts.

Officers

Sac. 20. Only members in continuous good standing for one year prior to the election and who are working at any of the trades specified in Section 3, Labor-

5 dinate Lodge Constitution, and are not de-
6 barred by Section 24 or 117, Subordinate
7 Lodge Constitution, shall be eligible for
8 election as local lodge officers.

9 The elective officers of this lodge shall
10 be President, Vice President, Recording
11 Secretary, Financial Secretary, Treasurer,
12 Board of Trustees, consisting of three mem-
13 bers; one to serve six years; one for four
14 years; and one for two years; and a Local
15 Protective Board for each road, independ-
16 ent shop or joint inspection bureau repre-
17 sented in the lodge by seven or more mem-
18 bers, said board to consist of three to be
19 elected from among and by the members
20 in service on division or independent shop
21 or joint inspection bureau which the board
22 is to represent, and a Local Director of
23 Education. The appointive officers shall
24 be: Guide, Warden, Sentinel, Chaplain,
25 who shall be appointed by the President-
26 elect previous to his installation.

Sec. 21. The position of Past President
2 shall be a post of honor; the retiring Pre-
3 sident shall be eligible by law to such po-
4 sition. When new lodges are organized, he
5 or she shall be appointed by the President.

Election and Installation

Sec. 22. The election of officers shall
2 be held biennially on the first regular
3 meeting in December, and all members
4 voting must cast their ballot in person at
5 time of election. The installation of officers
6 shall be held the first meeting in January.
7 When an election is held for any officer or
8 officers, there shall be appointed by the
9 President two tellers, who shall conduct
10 the election in a just and impartial man-
11 ner. It will require a majority of all votes
12 cast to elect.

36 -1 the expiration of his or her term of
37 office, he or she shall deliver all the funds,
38 books and papers in his or her possession
39 belonging to the lodge to his or her successor
40 in office, when he or she has qualified
41 according to the Constitution.

59

Sec. 33. Board of Trustees.
1 elect a Board of Trustees.
2 elect a Chairman.
3 examine " of "

CONSTITUTION 53

13 The election of officers shall be as fol-
14 lows: Should there be more than one can-
15 didate for one office, there shall be a ballot
16 taken, and the candidate having a majority
17 of all votes cast shall be declared elected.
18 When there are more than two candi-
19 dates for the same office, the one receiving
20 the least number of votes on each ballot
21 shall be dropped until an election is had,
22 but in no case shall a vote be counted that
23 is cast for a person who is not in regular
24 nomination at the time.

Sec. 23. The officers of the lodge shall
1 not be installed unless the reports, returns
2 and money due from such lodge to the
3 Grand Lodge have been paid, or the in-
4 stalling officer be satisfied that the same
5 are in actual transit to the General Sec-
6 retary-Treasurer. Should any Junior Past
7 President install the officers before such
8 reports are made out as above required,
9 he or she shall be expelled.

Delegate to Grand Lodge Convention

Sec. 24. At the regular meeting of each
1 lodge, three months prior to the holding of
2 a Grand Lodge Convention, the Local Pro-
3 tective Board Chairman shall be designated
4 as the delegate. In Joint Local, the dele-
5 gate, first alternate, and second alternate
6 shall be elected by the membership from the
7 Local Protective Board Chairmen. Each
8 lodge shall be entitled to one delegate, said
9 delegate to have one vote for every twenty
10 members or fraction thereof as shown on
11 the books of the Grand Lodge; no member
12 shall be eligible as alternate to a Grand
13 Lodge Convention who has not attended a
14 majority of the regular meetings in the
15 twelve months prior to the month in which
16 the alternates are elected, or who is not

36 at the expiration of his or her term of
37 office, he or she shall deliver all the funds,
38 books and papers in his or her possession
39 belonging to the lodge to his or her succe-
40 sor in office, when he or she has qualified
41 according to the Constitution.

SEC. 33. Board of Trustees: After each
2 election of lodge officers the Trustees shall
3 elect a Chairman. It shall be the duty of
4 the Board of Trustees to superintend and
5 examine the financial affairs of the lodge.
6 They shall meet every three months after
7 the beginning of their term and examine
8 the books of the Financial Secretary and
9 Treasurer, finances, per capita tax and
10 monthly reports, as submitted to the Grand
11 lodge and Joint Protective Board, and if
12 such reports be correct they will endorse
13 same with their signatures. They shall ex-
14 ecute a Trustees' quarterly report, submit-
15 ting same to the local lodge at the next
16 regular meeting, a copy of which is to be
17 forwarded to the General Secretary-Treas-
18 urer. They shall have power to lease hall,
19 order all printing, stationery, books, etc.
20 and shall have general supervision over the
21 property of the lodge, and all other duties
22 assigned to them. The outgoing Board of
23 Trustees are the ones to examine the books
24 of the retiring officers.

SEC. 34. Guide. The duties of the Guide
2 shall be to arrange the hall for the use of
3 the meeting, prepare and conduct candi-
4 dates through the initiatory ceremonies and
5 assist the President in preserving order,
6 and all other duties pertaining to the of-
7 fice of Guide.

SEC. 35. Warden. The duties of the
2 Warden shall be to attend the inner door
3 admitting only those who show the proper

4 receipt, and allow none to leave without
5 permission from the President.

Sac. 36. Sentinel. The duties of the
2 Sentinel shall be to attend the outer door
3 and allow only those to enter who are in
4 possession of the proper receipt, without
5 permission from the President.

Sac. 37. The Chaplain shall perform
2 such duties as are required by the Ritual.

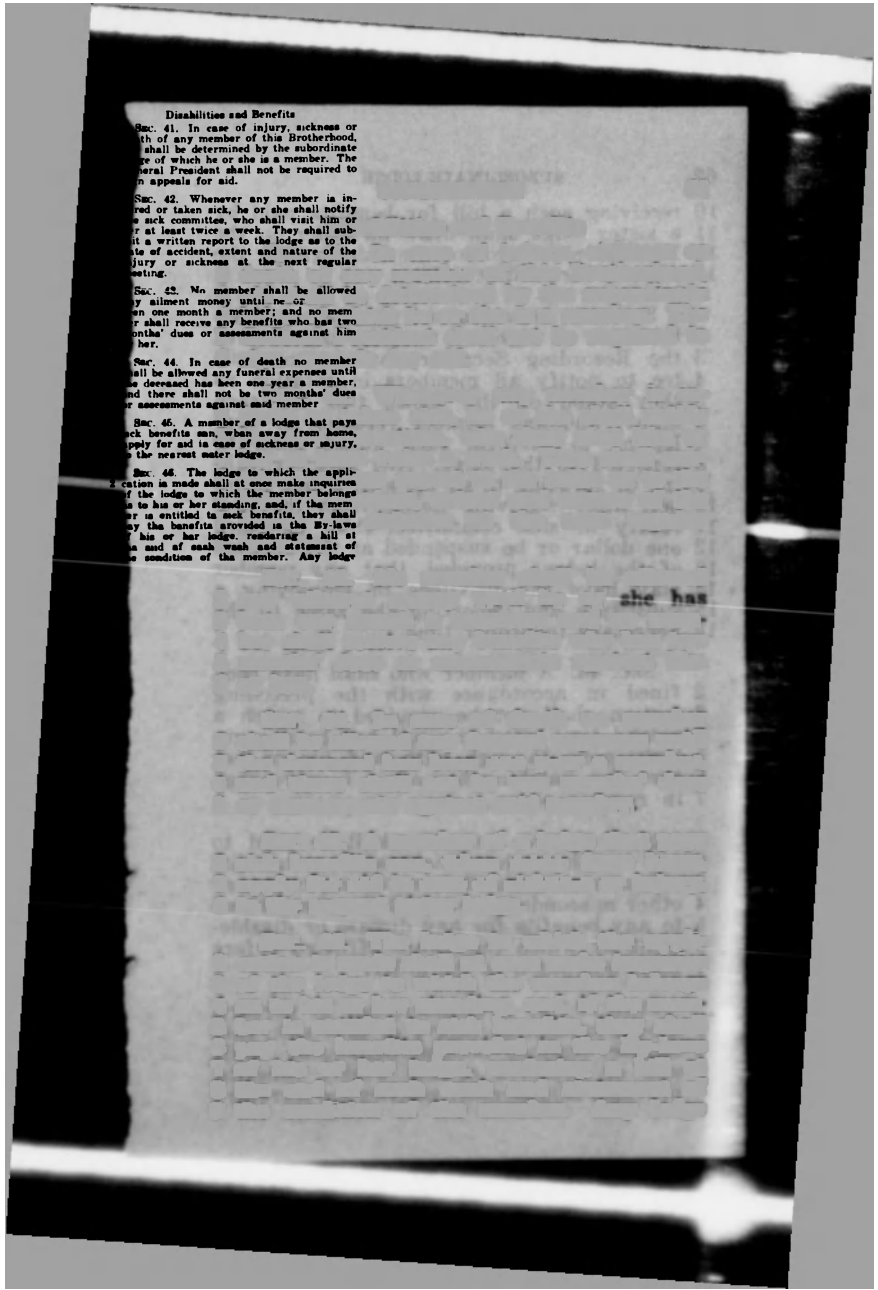
Sac. 38. The duties of the Local Di-
2 rector of Education shall be to stimulate
3 interest along educational lines among the
4 members of his or her lodge and to assist
5 the Director of the Grand Lodge Trade
6 Educational Bureau in the dissemination of
7 information pertaining to their respective
8 trades.

Officers Absent

Sac. 39. Any officer absent from three
2 regular meetings in succession shall be
3 notified by the Recording Secretary to at-
4 tend the next regular meeting; failing to
5 do so, he or she shall be removed and can-
6 not again hold office for the period of one
7 year; sickness, absence from the city or
8 employment excepted.

Fees and Dues

Sac. 40. The initiation and readmittance
2 fee for mechanics shall not be less than
3 \$20.00, and for apprentices, helpers and
4 coach cleaners, not less than \$12.00. The
5 monthly dues to local lodges shall not be
6 less than \$3.00 for mechanics, \$2.75 for
7 apprentices and helpers, \$2.50 for coach
8 cleaners. The sum of 25 cents for a with-
9 drawal card shall be paid to the Secretary
10 on application for same.



10 receiving such a bill for benefits paid by
11 a sister lodge shall draw an order on the
12 Treasurer in favor of the lodge giving the
13 aid and forward at once.

Sac. 47. Should a sick member need at-
2 tendance at night, it shall be the duty of
3 the Recording Secretary or sick commit-
4 tee to notify all members in rotation as
5 they stand on the books, two for each
6 night; and any member refusing or neg-
7 lecting to perform such duties shall be
8 reported to the lodge. Any member fail-
9 ing or refusing to sit up with a sick mem-
10 ber, after receiving notice from the Sec-
11 retary or sick committee, shall be fined
12 one dollar or be suspended at the decision
13 of the lodge; provided, that any member
14 may have the privilege of employing a
15 substitute and reporting the same to the
16 Secretary in proper time.

Sac. 48. A member who shall have been
2 fined in accordance with the preceding
3 section shall not be required to watch a
4 second time until the roll has been regu-
5 larly gone through with and his or her
6 time for watching has again been reached
7 in regular order.

Sac. 49. No benefits shall be paid to
2 any member whose sickness or total dis-
3 ability originated from intemperance or
4 other misconduct, nor shall they be entitled
5 to any benefits for any disease or disab-
6 lity by which they were afflicted before
7 their admission to the order.

Sac. 50. If a member, not in arrears,
2 should sustain an injury or take sick, said
3 member cannot become delinquent while
4 sick or deprived of the weekly benefits,
5 provided said member notifies the secretary

tion, unless unable to attend for just and sufficient reasons. A member shall be required to advise the Recording Secretary in a written statement justifying his absence, and this to be done in the current month; a majority vote of the members in attendance at the meeting to determine acceptance or rejection of the offered excuse. A record of attendance and excuses for absence to be kept by the local lodge.

Sec. 27. In the absence of the President the Vice-President shall preside; in the absence of both, the Recording Secretary or some member may call the meeting to order, when the lodge may by viva voce select some one to preside pro tem.

Duties of Officers

Sec. 28. President. The President shall preside at all meetings of the lodge, preserve order and enforce the laws thereof; shall see that all officers perform their duties; decide all questions of order subject to an appeal to the body; appoint all officers and committees not otherwise provided for; but shall not vote except on ballot or in case of a tie; and together with the Recording Secretary shall call special meetings when requested by written application of five members provided always such application is in accordance with and does not conflict with the Constitution, and shall sign all orders on the Treasurer. The President shall have power to oblige scattered members working at points under the jurisdiction of the lodge, or any who are working nights and are unable to attend lodge meetings, and shall perform such other duties as properly appertain to the office.

Sec. 29. The Vice-President shall be the chief counselor of the President and shall assist in the discharge of all duties; in the absence of the President such duties shall devolve upon and be performed by the Vice-President, with all the power and privilege of the President.

Sec. 30. Recording Secretary. The Recording Secretary shall have the custody of the records and seal of the lodge, and shall keep a true record of the proceedings of each meeting, and when approved, shall record the same in a book kept for that purpose. The Recording Secretary shall attend to the correspondence and shall countersign all orders on the Treasurer, and shall attest all documents with the seal of the lodge, notify members of special meetings and notify applicants for membership of their acceptance or rejection; also notify the Board of Trustees of matters referred to them and special committees of their appointment, and enter on the minutes the names of all officers absent at any regular or special meeting, and record all reports offered and accepted. The Recording Secretary shall present all books and papers to the proper officers for inspection whenever directed by the President or lodge to do so, and shall, with all books and papers at the end of each quarter, submit the Trustee and Financial Secretary to auditing all lodge books. After the regular election of officers the first meeting in December, the Recording Secretary shall forward to the General Secretary-Treasurer a complete list of officers elected and their addresses on a form provided for that purpose and under the seal of the lodge, and shall perform such other duties as may be required by the lodge, and at the expiration of his or

her term of office shall turn over to his
or her successor all the books, papers, rec-
ords and seal of the lodge.

Sec. 31. Financial Secretary. The Finan-
cial Secretary shall keep a correct account
of all receipts of the lodge; receive all dues
and assessments from members, receiving
for same; collect all initiation and read-
mittance fees and all moneys due the lodge,
Joint Protective Board or Grand Lodge,
shall be paid over to the Treasurer at the
close of each meeting, taking a receipt
therefor. The Financial Secretary shall read
in open meeting the names of all delin-
quent members, and every three months
prepare and submit a report, giving a state-
ment of the financial standing of the lodge,
such reports to be compared with the books
of the Treasurer by the Board of Trustees
and the President; if correct, to be ap-
proved by them before being submitted to
the lodge. He shall, within fifteen (15)
days after the close of each quarter, sub-
mit a per capita tax report to the General
Secretary-Treasurer, showing thereon the
per capita tax being paid for each member,
and shall, at the last meeting in each
month, forward to the General Secretary-
Treasurer, copy to the Secretary-Treasur-
er or of the Joint Protective Board, a properly
filled out monthly report, showing members
admitted, suspended, expelled, withdraws,
etc., as per monthly blank report. The
Financial Secretary shall issue all with-
drawal and transfer cards granted by the
lodge upon payment of all moneys due to
the separation of same; and at the close
of term of office shall make a full written
report of the financial condition of the
lodge, turn over all books, papers and other
property of the lodge to his or her suc-
cessor in office. The Financial Secretary shall

40 be bonded in some surety company in the
41 sum of not less than \$200.00, as provided
42 for by the Grand Lodge Constitution, pre-
43 mium to be paid by the lodge, and where
44 business of the lodge will justify, the Fi-
45 nancial Secretary may be supplied with a
46 seal at the expense of the lodge.

SEC. 22. Treasurer. The Treasurer shall
2 receive from the Past Treasurer and other
3 officers any and all moneys belonging to
4 the lodge, giving a receipt therefor, and
5 invest and appropriate the same in the
6 manner hereinafter described, and shall
7 keep a correct account of all moneys re-
8 ceived and expended, and shall report the
9 same quarterly to the lodge, in writing. All
10 disbursements must have the order of the
11 President, countersigned by the Record-
12 ing Secretary. For relief to members and
13 burial expenses the Treasurer must have
14 the vouchers of the Board of Trustees,
15 countersigned by the President, Financial
16 Secretary and Recording Secretary. The
17 Treasurer shall not retain in his possession
18 any of the funds of the lodge. He is re-
19 quired to deposit in a bank all moneys that
20 he receives from the Financial Secretary
21 or any other officer of the lodge. The
22 Treasurer shall forward all Joint Protec-
23 tive Board dues to the Secretary-Treasurer
24 of the Joint Protective Board and all Grand
25 Lodge dues and assessments to the General
26 Secretary-Treasurer promptly, as provided
27 for in the Constitution. The Treasurer
28 shall be bonded in some surety company
29 in the sum of not less than Two Hundred
30 Dollars (\$200.00), as provided by the Grand
31 Lodge Constitution, premium to be paid
32 out of the treasury of the lodge. All books
33 and papers of the Treasurer shall be open
34 for inspection by the President and Board
35 of Trustees at each regular meeting; and

6 of the lodge immediately in writing, to
7 enable the sick committee to visit him or
8 her, as provided in Section 42, but the
9 members dues and assessments must be
10 deducted from such benefits, and if the
11 lodge pays no benefits his or her dues
12 and assessments shall be advanced by the
13 lodge, but for not more than six months.

SEC. 51. Any member using improper
2 means to secure benefits, or making false
3 statements for that purpose, or falsely
4 accusing any officer or member of a Sub-
5 ordinate Lodge, shall, on proof of same, be
6 fined \$25.00, or expelled.

Liability

SEC. 52. Charges, when preferred, shall
2 be in writing, signed by a member of this
3 lodge, stating the particulars with reason-
4 able clearness, a copy of which shall be
5 placed in the possession of the accused
6 at least seven days prior to the trial by
7 a special committee. Any member or mem-
8 bers preferring charges against a member
9 or members, and failing to prove his
10 charges will be subject to the penalties as
11 set forth in Section 59 hereof.

SEC. 53. The President shall, immedi-
2 ately after the reading of the charges, ap-
3 point a committee of not less than three.
4 Upon the appointment of the committee
5 the Recording Secretary shall forthwith
6 deliver to the said committee the original
7 charges, and also a copy of the same, cer-
8 tified under the seal of the lodge. The
9 committee, upon setting a time for trial,
10 shall issue to the accused summons to ap-
11 pear before them, which summons shall be
12 accompanied by a certified copy, above
13 mentioned, and shall be as follows: Lodge

14 No. B. R. C. of A. 19
15 For Sir and Brother or Sister.
16 You are hereby notified that on
17 day of 19.... charge, of which a
18 certified copy under the seal of the lodge
19 herewith on you, was filed in the said
20 lodge, and was referred for trial to the
21 undersigned. You are hereby summoned to
22 appear before said committee at
23 on the day of 19...., at
24 o'clock p. m. of that day to answer to said
25 charge, and proceed with the trial thereof;
26 in default of which you will be reported
27 to said lodge as being guilty of contempt
28 thereof.

Spr. 54. The chairman of the committee
2 shall administer all affirmations to wit-
3 nesses. The following form shall be used:
4 "Upon your honor as a member of the or-
5 der of the B. R. C. of A. do you solemnly
6 affirm that the evidence you shall give in
7 the case shall be the truth, the whole truth
8 and nothing but the truth?"

Spr. 55. The special committee shall
2 meet at once and appoint a chairman and
3 secretary.

Spr. 56. The secretary of the committee
2 shall notify the accused, said notice to be
3 sent to his or her last known residence,
4 and shall be deemed sufficient notice
5 thereof.

Spr. 57. The accused and accuser may
2 select any member in good standing as their
3 counsel. The accused, accuser and their
4 counsel shall have the right to hear all
5 testimony and question all witnesses at the
6 trial. If the accused or accuser be unable
7 to attend trial, their counsel shall have the
8 right to attend as their representative. The

9 committee shall be authorized to summon
10 all witnesses, but only one witness shall be
11 admitted at a time to present his or her
12 testimony.

Sec. 58. The committee shall agree upon
2 a verdict and reduce to writing and pre-
3 sent to lodge, and it shall be entered on
4 the minutes.

Sec. 59. If no member offers a motion
2 to prescribe the punishment, then it shall
3 be the duty of the President, without
4 motion, to spread the ballot for the high-
5 est punishment (expulsion). Should two-
6 thirds of the members present vote in fa-
7 vor thereof, the accused shall be declared
8 expelled. If that be lost, then a less term
9 of punishment shall be voted for until the
10 punishment of the lodge is declared. The
11 grades of punishment shall be as follows:
12 Expulsion, suspension, reprimand, fine or
13 removal from office.

Sec. 60. When the verdict is announced
2 from the chair, it shall be entered on the
3 minutes, and the secretary shall forward a
4 copy thereof to the accused and the accuser
5 under the seal of the lodge.

Sec. 61. When misconduct has been con-
2 fessed by the accused, the lodge shall pro-
3 ceed to vote upon his or her punishment
4 without trial.

Sec. 62. Any member failing to appear
2 for trial or appoint counsel to represent
3 him or her shall be reported guilty by
4 default of the offense with which said
5 member is charged.

Sec. 63. No person not a member of
2 this order can testify as a witness before

any trial committee, but the testimony of an outsider may be taken by a trial committee in such a way that the outsider will not know what use is to be made thereof.

Sec. 64. If a member is convicted of any offense, the penalty of which is specified, the President shall enforce it.

Sec. 65. If the report of the committee is not approved, or should the committee fail to reach a verdict, they shall report same to the lodge and a new committee shall be appointed and proceed as the first.

Sec. 66. In case the President be concerned, the Vice-President shall appoint the committee, and in case the Vice-President be concerned the next lower officer shall appoint the committee.

Sec. 67. Any member feeling that he or she has been unjustly convicted can make an appeal in writing within thirty days to the Recording Secretary of the lodge, and by him entered into the records of the trial.

Sec. 68. A copy of appeal and charges preferred, testimony offered and verdict rendered, shall be forwarded to General President under seal of the lodge, and an appeal from the decision of the General President may be made to the General Executive Board and/or Grand Lodge; the same course to be pursued as in the first appeal, and under the signature and seal of the General Secretary.

Sec. 69. Any member away from home may be tried by any sister lodge; as provided by Sections 52 to 60, and a full copy of the proceedings of trial shall be sent to lodge of which he or she is a member and entered on records of lodge.

Local Protective Board

Sec. 70. All subordinate lodges shall in accordance with Section 20 elect a local protective board from among and by, the members in service, said board to consist of a chairman, vice-chairman and secretary. A member who holds an official position with a company, such as foreman or assistant foreman, or who is a member of another Railway Labor Organization, shall not be eligible to serve on the local protective board. Said board shall be elected at the first regular meeting in the month of December and shall serve for the ensuing two years or until their successors have been duly qualified. ~~The chairman shall be a journeyman and shown on the mechanics~~ ~~seniority roster, when any local chairman~~ ~~has been elected to the Joint Protective~~ ~~Board chairmanship on salary, he shall be~~ ~~relieved of the duties of local chairman, or~~ ~~should the office of local protective board~~ ~~chairman, vice-chairman or secretary be-~~ ~~come vacant through any cause, the lodge~~ ~~shall immediately elect another to fill such~~ ~~vacancy. The Recording Secretary of the~~ ~~lodge shall notify the General Secretary-~~ ~~Treasurer of their election. Upon applica-~~ ~~tion to the General President, under the~~ ~~seal of the lodge, dispensations may be is-~~ ~~sued to add one or more members to the~~ ~~local protective board, whose duties and~~ ~~authorities shall be clearly stated in such~~ ~~dispensation.~~

Joint Protective Board

Sec. 71. On any line or system of railway or other company where three or more lodges are located, there shall be a Joint Protective Board formed as soon as possible, following the biennial election of local protective boards, to consist of the

7 chairmen of the various local protective
8 boards on that line or system of railroad
9 or other company. In the event of the in-
10 ability of the chairman of the local protec-
11 tive board to attend the meeting of the
12 Joint Protective Board, the vacancy shall
13 be filled by the vice-chairman of the local
14 Protective Board. If the Chairman and
15 the Vice-Chairman are unable to attend the
16 Secretary of the Local Protective Board
17 shall attend. If the Chairman, Vice-Chair-
18 man and Secretary of the Local Protective
19 Board are unable to attend the Local Lodge
20 shall elect a member to attend the meeting
21 of the Joint Protective Board. The Chair-
22 men of the Local Protective Boards shall ar-
23 range to organize a Joint Protective Board.
24 In the event of the failure of the local
25 chairmen to fix a date for the organiza-
26 tion of the Joint Protective Board, the date
27 and place of meeting may be fixed by the
28 General President, upon application of one
29 or more lodges on such system. If less
30 than three lodges are located on any sys-
31 tem, the chairman and secretary of local
32 board shall, when necessary, assume the
33 authority and perform the duties of the
34 Joint Protective Board. The chairman of
35 each local protective board shall have one
36 vote for each twenty members or fraction
37 thereof, that he represents; vote shall be
38 based on membership shown on Grand
39 Lodge per capita tax report for the quarter
40 preceding date of Joint Protective Board
41 Convention. Any Joint Protective Board
42 composed of five or more lodges may elect
43 an executive committee of five members,
44 who shall have one vote each. The chair-
45 man, vice-chairman and secretary-treasurer
46 by virtue of their offices, shall be three
47 members of this committee, and two addi-
48 tional members shall be elected from among
49 the members of the Joint Protective Board,

50 who shall serve two years or until their
51 successors have been duly elected. The
52 General President may approve additional
53 members to the Executive Committee if,
54 in his opinion, it will promote the welfare
55 of the Joint Protective Board. They shall
56 be subject to the call of the chairman.
57 When it is the desire of local lodges or
58 Joint Protective Boards to consolidate for
59 the purpose of effecting economies, or to
60 improve representation of their members,
61 the lodge or Joint Protective Board shall
62 propose such consolidation in writing to
63 the lodge or Joint Protective Board with
64 which they wish to consolidate. A copy
65 of this correspondence to be furnished the
66 General President and the Secretary of
67 the Joint Protective Board or Boards, in-
68 volved. Upon receipt of same the General
69 President shall assign his representative to
70 assist in functions necessary to such con-
71 solidation and to effect compliance with
72 the other applicable sections of the Grand
73 and Subordinate Lodge Constitution.

Officers of the Joint Protective Board

54 Sec. 72. The officers of the Joint Pro-
55 tective Board shall consist of a Chairman,
56 not less than one Vice-Chairman and Sec-
57 retary-Treasurer, whose term of office
58 shall be for two years or until their suc-
59 cessors are regularly qualified, provided,
60 however, when an officer is retired before
61 the expiration of his term, the office will
62 be declared vacant. The Joint Protective
63 Board will have power, if the occasion be
64 deemed necessary, to elect as their officers
65 any member of the Brotherhood on their
66 system or systems, who is not a member
67 of the Board, and who under the laws of
68 the Brotherhood, will be eligible thereto.
69 Officers thus elected during the biennial
70 session or sessions of the Board shall fill

18 the duties of the offices as hereinafter
19 provided, and will have a voice but no vote
20 in the proceedings of the Board; other-
21 wise, they shall have and assume all rights
22 and powers vested in said officers of the
23 Joint Protective Board under the general
24 rules of this Brotherhood. In the event of
25 a vacancy in any of the said offices, the
26 General Chairman shall have the right to
27 fill said vacancy, subject to the approval
28 of the Executive Committee. A member
29 of any Protective Board failing or refusing
30 to attend a meeting after proper notifica-
31 tion, shall, unless excused for good and
32 sufficient cause, be removed from office.
33 It shall be the duty of each Joint Protec-
34 tive Board to carefully investigate all mat-
35 ters placed in its hands. It shall have
36 power to alter, amend, add to or strike
37 out any part or all of any complaint or
38 claim submitted. After the board has de-
39 cided on the justice of any claim or com-
40 plaint, it shall proceed with an effort to
41 adjust the same with the general officers
42 of the road, bureau or association with
43 which said road is affiliated. Any officer
44 or member of a Joint Protective Board
45 may be removed for cause by majority
46 vote of the Board, provided, however,
47 that when charges are preferred against
48 an officer or member of a Joint Protec-
49 tive Board, they shall be in writing, signed
50 by a member of the Board, stating the
51 particulars with reasonable clearness, and
52 submitted to the Secretary-Treasurer of
53 the Joint Protective Board, who will fur-
54 nish a copy of same to the accused at
55 least fifteen (15) days prior to the trial
56 by a special committee of not less than
57 three (3), who shall be appointed by the
58 General Chairman (if the General Chair-
59 man is the accused, the Vice General-
60 Chairman shall appoint the committee).

61 The committee shall set a time and place
62 for the trial, notifying the accused and
63 accuser of same and shall proceed in the
64 same manner as provided for in Sections
65 52 to 66, inclusive, Subordinate Lodge
66 Constitution. If the accused feels that he
67 or she has been unjustly convicted, he
68 or she can make an appeal in writing
69 within thirty (30) days to the Secretary-
70 Treasurer of the Joint Protective Board
71 and by him entered into the records of
72 the trial.
73 A copy of appeal and charges preferred,
74 testimony offered and verdict rendered,
75 shall be forwarded to General President
76 under seal of the Joint Protective Board,
77 and an appeal from the decision of the
78 General President may be made to the
79 General Executive Board and/or Grand
80 Lodge; the same course to be pursued as
81 in the first appeal, and under the signa-
82 ture and seal of the Secretary-Treasurer
83 of the Joint Protective Board. It shall be
84 the duty of executive committee to work
85 in conjunction with Chairman of Joint
86 Protective Board to promote the welfare
87 of the membership on their system. They
88 shall render decisions on all cases and
89 matters submitted to them by Chairman
90 of Joint Protective Board. The Vice-Chair-
91 man and two elected members shall con-
92 stitute the audit committee. They shall
93 meet just prior to the regular meeting of
94 the board for the purpose of auditing the
95 books and accounts of the Secretary-
96 Treasurer. They may be convened for this
97 purpose at any subsequent time by the
98 Chairman if deemed advisable, or in case
99 of the death or resignation of the Secre-
100 tary-Treasurer. The Chairman of the Joint
101 Protective Board shall, by virtue of his
102 office, be a representative to the Railway
103 Employees' Department of the American

104 Federation of Labor, for the system on
105 which he is employed.

Duties of Officers of the Joint Protective Board

SAC. 71. The Chairman of the Joint Protective Board shall preside at the meetings of the board, act as its executive head and see that the laws and rules of the Brotherhood are observed, and shall make a quarterly report of all grievances handled, a copy of same to be submitted to all lodges on his system, also a copy to be sent to the General President. In the event of his absence at any meeting, or his inability to act at any time, the First Vice-Chairman shall act as Chairman; and in case of vacancy in the office of Chairman, he shall succeed to that office. The Secretary shall keep a correct record of the proceedings, issue notices of meetings when so directed by the Chairman. He shall have charge of the books and records of the board. He shall make a detailed quarterly report of all money received and disbursed during such period, a copy of same to be submitted to each local lodge on his system, also a copy sent to the General President. The Chairman and Secretary shall be provided with a Joint Protective Board seal. The Secretary shall, without delay, furnish the General President a copy of all schedules, rules and rates of pay agreed to by the board, and make a report of all grievances disposed of at each meeting of the Joint Protective Board. He shall send to each lodge on his system and to the General President a true copy of the minutes thereof. After the biennial election of officers of the Joint Protective Board, the Secretary shall notify the General President of the names of officers elected and their addresses, and shall notify that

40 officer of any change in the officers of
41 the board at any time during his term
42 of office. When an assessment has been
43 levied as provided for in Section 78 of
44 these rules, he shall at once notify the
45 Financial Secretary of each lodge on his
46 system, giving the amount of the assess-
47 ment levied on each member. He shall
48 attend each meeting of the Joint Protec-
49 tive Board and submit a report of his
50 receipts and expenditures during his term
51 of office. His books and papers shall be
52 open for inspection by the chairman and
53 auditing committee at any time, and at
54 the expiration of his term of office he
55 shall deliver all funds, books and papers
56 in his possession belonging to the Joint
57 Protective Board to his successor in office
58 when he has qualified according to the
59 Constitution. Any Chairman working under
60 these laws will be expected to obviate, as
61 far as possible, expenses of Local and Joint
62 Protective Boards, and visit all lodges on
63 his system twice a year, if possible; he
64 shall have authority to decide or make
65 settlements of any case placed in his hands
66 subject to appeal to the Joint Protective
67 Board. The Secretary of the Joint Protec-
68 tive Board shall keep a correct account of
69 all moneys as received and disbursed by
70 him in a ledger for that purpose. Any two
71 or more systems may consolidate under one
72 Joint Protective Board by a majority vote
73 of each system affected, subject to the
74 approval of the General President. The
75 General President shall have power, with
76 the approval of the General Executive
77 Board and upon request of one-third of the
78 lodges on the system, to assume jurisdic-
79 tion over the affairs of any Joint Protective
80 Board for the protection of the membership
81 as represented by the Joint Protective
82 Board.

SUBORDINATE LODGE
Consideration of Grievances

2 he or she has been unjustly dealt with
3 by his or her employer or that he or she
4 has been otherwise aggrieved, shall make
5 a statement of the grievance in writing,
6 and present of the grievance to the Local Protective
7 Board for consideration, and if sustained
8 by them they shall immediately take the
9 matter up with the proper officials, and
10 use all up with the proper officials, and
11 report on the result of their action, and
12 report on the result of their action, and
13 lodge. If the result of their action, and
14 shall be referred to the Local Protective
15 Joint Protective Board for further action,
16 But local boards must not take complaint
17 to the General Board of the company ex-
18 cept through the Chairman of the Joint
19 Protective Board. If the board, in their
20 investigation, finds that a member has
21 falsely stated, or the lodge into
22 error, the member so mistaking his or her
23 case shall, upon conviction thereof, be
24 expelled.
25 Any member, including the complainant,
26 who verbally, by writing or otherwise com-
27 municates with an official or officials of
28 the company, or others, interfering with a
29 grievance or any other matter being han-
30 dled by or through the local or Joint Pro-
31 tective Board, will be liable to revocation
32 of membership. When a Local Protective
33 Board fails to satisfactorily adjust any
34 grievance referred to it, as provided in the
35 foregoing rules, and if the lodge so orders
36 it, the Chairman of the Local Protective
37 Board of the lodge shall immediately
38 send a certified copy of the grievance to
39 the General Board of the Joint Pro-
40 tective Board, who shall, as soon as pos-
41 sible, handle the grievance to a conclusion.

43 If a decision is made by the General Chair-
44 man that is not satisfactory to the ag-
45 grieved, he may appeal the decision to the
46 Executive Board of the Joint Protective
47 Board, to the General President, and from
48 the General President's decision to the
49 General Executive Board, and from their
50 decision to the Grand Lodge Convention.
51 When a member or a lodge desires to pre-
52 sent an appeal from the decision of the
53 General President and/or the General Ex-
54 ecutive Board to the Grand Lodge, said
55 appeal, in writing, shall be submitted to
56 the General Secretary-Treasurer at least
57 thirty (30) days prior to the Convention,
58 unless the decision of the General President
59 and/or the General Executive Board was
60 rendered after the thirty day limit.

General President Shall Meet Joint Protective Board

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23 printed ballots furnished by Secretary of
24 the Joint Protective Board. After vote is
25 taken, ballots to be returned to Secretary
26 of Joint Protective Board by registered
27 mail, as per instructions issued at time of
28 taking vote.

**Failure to Abide by Decision of Joint
Protective Board—Penalty**

Sac. 76. Whatever action may be taken
2 by the Joint Protective Board of any sys-
3 tem within the meaning of the above sec-
4 tion shall be law to the lodges on that
5 road until the next meeting of the Grand
6 Lodge, and if any member fails to carry
7 out their instructions he or she shall be
8 expelled from the Brotherhood for violation
9 of obligation. In the event of a strike the
10 General President shall be the recognized
11 leader and, in conjunction with the Gen-
12 eral Secretary-Treasurer, after having re-
13 ceived the approval of the General Execu-
14 tive Board, shall have authority to ap-
15 propriate from the Protective Fund such
16 moneys, for legal advice and incidental
17 expenses, as in their judgment is required
18 for a successful prosecution of the strike.
19 The General President and Joint Protec-
20 tive Board have the authority to terminate
21 a strike, but in the event of a difference
22 of opinion, and upon application of either
23 party, it shall be the duty of the General
24 Executive Board to immediately meet with
25 the General President and the Joint Pro-
26 tective Board and decide the question, and
27 the decision of the General Executive Board
28 shall be final and binding.

Inciting Strike—Penalty

Sac. 77. Any member or members in-
2 citing a strike or participating therein, as-
3 cept as mentioned in Sections 75 to 77,
4 shall be expelled. The lodge in whose
5 jurisdiction an unauthorized strike occurs,

6 shall within fifteen days expel all mem-
7 bers engaged in such strike. While under
8 charges for engaging in an unauthorized
9 strike, no member shall be granted a trav-
10 eling card, transfer or withdrawal card.
11 If within fifteen days the lodge does not
12 expel the members engaged in this strike
13 the charter of the lodge may be revoked by
14 the General President, who shall transfer
15 the members not taking part in such strike
16 to other lodges.

System Protective Fund

Sec. 78. On all lines where a Joint
2 Protective Board has been organized, a
3 system protective fund shall be created by
4 monthly assessments not to exceed two dol-
5 lars per month per member, as shall be
6 levied by the Joint Protective Board, ex-
7 cept in case of emergency, when a suf-
8 ficient amount may be levied to defray
9 expenses of the board. Said fund shall be
10 collected by the Financial Secretary of
11 each lodge on the system and turned over
12 to the Treasurer, who shall forward the
13 same monthly to the Secretary-Treasurer
14 of the Joint Protective Board, who will
15 thereupon receipt for same to the Treas-
16 urer of each lodge. Any member two
17 months in arrears for Joint Protective
18 Board assessments shall be suspended, and
19 any Treasurer failing to make remittance
20 of same to the Secretary-Treasurer of Joint
21 Protective Board at the end of each quar-
22 ter shall be suspended. No member shall
23 be seated in a Joint Protective Board Con-
24 vention or be eligible to any office thereof
25 whose local lodge is three or more months
26 in arrears to the Grand Lodge Joint Pro-
27 tective Board or Legislative Board. Sec.
28 retary and Treasurer of Joint Protective
29 Board shall deposit the funds of the Joint
30 Protective Board in a bank designated.

31 by the Executive Committee, and he shall
32 be bonded in a surety company for the
33 sum of not less than one thousand dol-
34 lars as prescribed in Section 12, Grand
35 Lodge Constitution. Providing however, in
36 a case of a lodge composed of employes of
37 more than one line, system of railway, or
38 other company, the members of said lodge
39 shall be assessed the same amount assessed
40 to the members in other lodges on the same
41 line, system of railway, or other company.

Expenses of Joint Protective Board and How
Paid

Sec. 79. The System Protective Fund
2 shall be used for defraying the expenses of
3 the Joint Protective Board, salaries of del-
4 egates, salary of the General Chairman,
5 and other Joint Protective Board officers.
6 Also all reasonable expenses for telegraph-
7 ing, typewriting, postage, stationery, hall
8 or office rent, and all other legitimate ex-
9 penses. The salary of a Chairman of any
10 Joint Protective Board shall be determined
11 by the members of the Board.

Arrearages

Sec. 80. When members are sixty (60)
2 days in arrears they shall be dropped for
3 non-payment of dues and assessments, and
4 it shall be announced at the next regular
5 meeting of the lodge, and any Financial
6 Secretary failing to announce the delin-
7 quent members shall be reported to the
8 lodge and the office declared vacant. Mem-
9 bers dropped, in accordance with this Sec-
10 tion, or Section 11, Grand Lodge Consti-
11 tution, believing that they have been
12 wrongfully dropped, shall have the right
13 of appeal, providing said appeal is pre-
14 sented in writing to the Recording Secre-
15 tary of the lodge within thirty (30) days
16 from the date that they were dropped, if

17 the decision of the lodge is not satisfactory
18 to the member, they shall have the right
19 to appeal to the General President.

2 Sec. 81. Members dropped for non-
3 payment of dues, as per Section 80, or
4 Section 11, Grand Lodge Constitution, wish-
5 ing to be readmitted to membership, shall
6 make application to lodge through some
7 member or Secretary, and shall pay the
8 regular readmittance fee as provided for
9 in Section 40. Such application shall be
10 referred to Committee on Investigation,
11 who shall report at next regular meeting,
12 when a ballot shall be had and, if a major-
13 ity of the votes be favorable, the applicant
14 shall be declared elected. A member dropped
15 for non-payment of dues and assessments
16 cannot join any lodge as a new member.

2 Sec. 82. Members must pay dues in
3 advance. Any member neglecting to pay
4 his or her dues for such length of time as
5 to be debarred by Section 80 cannot be
6 permitted to come forward and pay his or
7 her dues so as to entitle him or her to
8 benefits.

2 Sec. 83. Any member of a lodge leaving
3 the railway service and engaging in any
4 other lawful business, may retain his or
5 her membership as long as he or she keeps
6 his or her dues and assessments paid.

2 Sec. 84. In the absence of Trustees the
3 President shall appoint a committee of
4 three to audit all bills, and when presented
5 shall be approved by a two-thirds vote.

Subordinate Lodge Regulations

2 Sec. 85. Joint Protective Boards and
3 local lodges shall have the power of making
4 rules and regulations for their own wel-
5 fare, and that such rules and regulations
6 shall be entered in a separate By-Law
7 Rule Book; provided always that such rules

7 and regulations are in accordance with,
8 and do not conflict with, the Constitution.
9 Such Rules and By-Laws shall not be-
10 come effective until approved by the Gen-
11 eral President.

SEC. 86. Any person joining this Broth-
2 erhood under an assumed name, or know-
3 ingly having any concealed bodily ailment
4 that has a tendency to shorten life, and
5 afterwards found to be so, shall be expelled
6 and can never be readmitted. His or her
7 name, with aliases, shall be sent to the
8 General Secretary-Treasurer, and he shall
9 notify all lodges.

SEC. 87. Any member shall be admit-
2 ted as a visitor to any sister lodge when
3 he or she presents proper receipt showing
4 him or her to be in good standing in his
5 or her lodge.

SEC. 88. No member shall be elected or
2 appointed contrary to his or her wishes,
3 but any member refusing to serve in an
4 office or on any committee, after being
5 elected or appointed thereon, shall be fined
6 one dollar.

SEC. 89. Any member of an investigat-
2 ing committee, who has a proposition for
3 membership and fails to report at next
4 meeting in writing or in person, shall be
5 fined 25 cents for each offense.

SEC. 90. A proposition for membership
2 may be withdrawn previous to the report
3 of the investigating committee, but not
4 after the committee has reported.

SEC. 91. The first one named or elected
2 on a committee shall be temporary chair-
3 man and may call a meeting thereof by
4 notifying the others at such time and place
5 as he or she may think proper, when they
6 can organize permanently by the election
7 of a chairman and secretary.

Sac. 92. Every member accepting an office in the lodge, or appointed thereto, obligates himself or herself, to be present at every meeting. Failing to do so, the member may be fined, unless satisfactory excuse is rendered.

Sac. 93. All members shall be required to notify the Financial Secretary of any change of residence within one month of such change.

Sac. 94. Any member engaging in any unlawful business shall at once withdraw from the order; failing to do so, the Financial Secretary shall at once notify said member and such member shall be expelled at the next regular meeting.

Sac. 95. Any member of a committee or officer of this lodge wishing to resign shall offer his resignation in writing, and action shall be taken at next regular meeting.

Sac. 96. Any member who has been expelled for misdemeanor or who maliciously violates his or her obligation, or travels on a card after same has expired, shall, by order of the lodge, be reported to the General Secretary-Treasurer, who will notify all lodges, giving charges, name, occupation and address.

Sac. 97. Any member who shall by any means make known the name of a member who may have offered or reported against the application of any person for membership, so that the applicant becomes acquainted therewith, shall, upon proof thereof be suspended.

Sac. 98. The Brotherhood shall be left free to discuss politics and let each member use his or her own judgment and vote for the best interest of organized labor.

Duplicate Receipts

Sec. 99. The Grand Lodge shall provide at reasonable cost books of duplicate receipts, unemployed and superannuated receipts to be issued to local lodges free of charge. Members shall not be required to pay dues when through strikes they are out of employment for a full calendar month.

Unemployment Receipts

Clause (a). Any member of a local lodge who through sickness or injury or without fault on his or her part is unemployed for the major portion of the working days established by agreement in any calendar month, is entitled to an unemployment receipt for that month, and thereby excused from the payment of the regular monthly dues upon complying with the following provision in relation thereto:

(1) He or she shall register his or her name and address in the out-of-work book each week during the period of his or her unemployment, or in case of disability he or she shall communicate the fact to the Financial Secretary of the local lodge of which he or she is a member. (2) He or she shall pay in full all dues and assessments up to the end of the month preceding the date of his or her unemployment. (3) He or she shall make application for an unemployment receipt before the close of the month for which the receipt is claimed.

Conditions of Issue

Clause (b). Unemployment receipts are issued for the purpose of aiding members of local lodges to maintain their good standing in their respective lodges, and each member, through his or her lodge, shall pay to the Grand Lodge the sum of 50c for

7 each month he or she is unemployed; this
8 50c to be placed in the Death and Total
9 Disability Fund. Members who have re-
10 ceived unemployment receipts shall report
11 to the Financial Secretary of the local
12 lodge immediately upon again securing em-
13 ployment. Unemployment receipts shall not
14 be issued to members of local lodges who
15 are on vacation or engaged in work speci-
16 fied in Section 6, Subordinate Lodge Con-
17 stitution.

Violations

Clause (c). Any member who violates
2 any of the provisions of this section, or
3 who obtains an unemployment receipt by
4 any false pretense or misrepresentation of
5 the facts, shall be subject to such fines
6 and penalties as may be decided upon by
7 the local lodge of which he or she is a
8 member.

Lapsed Lodge

SEC. 100. A lodge whose charter has
2 been voluntarily surrendered or reclaimed
3 by the Grand Lodge shall be known as a
4 lapsed lodge.

SEC. 101. The president of a lapsed
2 lodge shall deliver as to the Grand Lodge,
3 within thirty days after the dissolution of
4 the lodge, the charter, seal, rituals, an-
5 written work, all reports and all other sup-
6 plies furnished by the Grand Lodge, and
7 effects of the lodge at the time of dissol-
8 ution, and all moneys left in the hands
9 of the Treasurer at the time such lodge
10 lapsed must be turned over to the General
11 Secretary-Treasurer. Any President failing
12 to comply with the provisions of this sec-
13 tion shall forever be excluded from mem-
14 bership in this order.

Sec. 102. Should a lodge, on or before
surrendering its charter or failing from
any cause to continue as a working lodge,
divert the property or funds of the lodge
from the objects and purposes for which
they are designated, by dividing the same
among the members or appropriating them
to any purpose or object not recognised by
the order, any member participating there-
in shall be reported to the Grand Lodge
as having acted dishonorably to the order,
and shall be debarred from ever again
uniting therewith without making due re-
paration therefor.

Sec. 103. Members of lapsed lodges shall
be furnished transfer cards by the General
Secretary-Treasurer upon application being
made to said officer for same. Said appli-
cant to pay three months' dues and the
sum of 10 cents for the card, but if Grand
Lodge records show he or she has ever
been expelled he or she shall be refused
a card and can only be readmitted by the
lodge he or she seeks to join complying
with Section 11.

Special Regulations

Sec. 104. Each lodge shall have author-
ity to levy special assessments and enforce
the payment thereof. Such assessment must
be levied at a regular meeting of the lodge,
and two-thirds of the members present
must agree thereto. All assessments levied
under the provisions of this section shall
be presented in writing and entered upon
the minutes, and said notice shall state the
amount of the assessment, and when pay-
able, and the Financial Secretary shall is-
sue a notice of said assessment to each
member in good standing.

Sec. 105. In cases where members are
suspended for cause a stated length of time
not to exceed one year by the lodge a:

4 punishment for any offense, they will be
5 restored to good standing at the end of
6 the time, without ballot. In other words, as
7 soon as the law under which the member
8 was suspended is complied with, the mem-
9 ber can be restored and not before. A
10 member who has been suspended from his
11 lodge for misconduct will not at any future
12 date be elected to any office in the Or-
13 ganization; also, a member who takes part
14 action against the Brotherhood, lodge, or
15 officer thereof, before first exhausting all
16 procedures of appeal provided by this Con-
17 stitution, if proven guilty by trial, shall
18 be expelled.

19 Sec. 106. Suspension as per Section 106
20 does not sever membership from the order,
21 but deprives the member of rights to vote
22 therein. A member under suspension for
23 cause may be admitted for the purpose of
24 paying dues and assessments, or giving
25 evidence in a case, or to answer questions,
26 but no other business shall be transacted
27 while the suspended member is in the lodge
28 room.

29 Sec. 107. Each lodge shall have a book
30 in which shall be entered the names of all
31 persons rejected, suspended or expelled by
32 itself or any other lodge of which they
33 may have received due notice, with the
34 date, cause of such suspension or expulsion.

35 Sec. 108. Any circular communication from
36 a subordinate lodge, member or members
37 of a subordinate lodge, for general cir-
38 culation among the members of the Broth-
39 erhood shall be referred to the General
40 President before being put in circulation.
41 provided this action shall not be construed
42 to interfere with the rights of subordinate
43 lodges, member or members thereof, after
44 proper lodge action to issue calls for local
45 meetings for the general welfare of the

12 membership. Should the General President
13 disapprove of any circular, it shall not be
14 lawful for such circular to be put in cir-
15 culation. This does not prohibit the circu-
16 lation of correspondence between lodges
17 under the jurisdiction of a single Joint
18 Protective Board. Any subordinate lodge,
19 member or members of a subordinate lodge
20 violating the provisions of this section are
21 subject to suspension or revocation of char-
22 ter or membership card, subject to appeal
23 to General Executive Board or Grand
24 Lodge, or both, when taken in order named.

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Sac. 109. It is the duty of every mem-
ber of this lodge to pay all dues and as-
sessments promptly, faithfully attend all
meetings of the lodge unless prevented by
sickness or other good and sufficient cause,
to yield with cheerful compliance to the
laws, rules and regulations of the Brother-
hood, to see that the Constitution is not
violated by this lodge, to be courteous to
visiting members, to recognize any other
member in good standing as a brother or
sister, and to never speak falsely or ma-
liciously of a member or vilify his or her
character.

Sac. 110. No lodge of this Brotherhood
or any persons connected therewith shall
issue or cause to be issued any souvenir
book, year book, or review, claiming that
such book or other publication is issued
for or in behalf of the B. E. C. of A., or
any of its subordinate lodges. Any lodge
entering into any agreement with any
person or persons publishing books or any agent
of same to issue any such souvenir or bi-
ographical publication, shall have its charter re-
voked by the General President, and any
member or members of any lodge entering
into any such agreement shall, upon con-
viction thereof, be expelled.

SEC. 111. Any and all lodge indebted-
ness to be paid by and an order drawn on
Treasurer in favor of the member or mem-
bers making said indebtedness, but no ob-
ligation to be transacted by any member
or members of the lodge until the same
has been indorsed by the lodge, or a two-
thirds majority vote of the members pres-
ent at a regular or duly called special
meeting except as is otherwise provided for
in this Constitution.

SEC. 112. Intoxicating beverages shall
not be purchased by any lodge or any mem-
ber of the lodge for use in the lodge room.

SEC. 113. The funds and properties of
a local lodge shall be used only for such
purposes as are specified in this Constitu-
tion, or By-Laws of local lodge, and as may
be required to transact and properly con-
duct its business.

SEC. 114. In purchasing supplies from
the Grand Lodge the money must in all
cases accompany the order, remittances to
be made in form as provided in Section 19,
Subordinate Lodge Constitution.

SEC. 115. All communications between
lodges shall bear the seal of the respective
lodges and all secretaries be compelled to
promptly answer all communications, after
action is taken by the lodge and over the
signature of the Secretary, bearing the seal
of the order.

SEC. 116. Delegates' badges shall be fur-
nished by the Grand Lodge, and shall bear
the union label.

SEC. 117. Superannuated or Retired
members may participate in all activities
of the lodge, other than the holding of of-
fice, moving or ascending motions, or vot-
ing.

Order of Business for Subordinate
Lodges

1. Pledge Allegiance to the National Flag.
2. Roll call of officers.
3. Reading and disposing of records.
4. Considering previous proposals for membership.
5. Balloting for candidates.
6. Initiation.
7. Communications, bills, etc.
8. Does any one know of a brother sick or in distress?
9. Are there any vacancies for carmen or carmen out of employment?
10. Propositions for membership and payment of dues.
11. Report of treasurer, trustees, special and standing committees.
12. Unfinished business.
13. New business.
14. Good and welfare of our order.
15. Election and installation.
16. Application for transfer and withdrawal cards.
17. Announcements, receipts of evening in
18. Closing ceremonies.

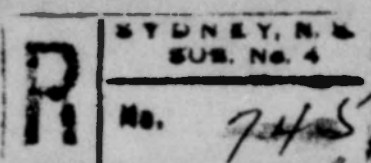
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SUBORDINATE LODGE CONSTITUTION

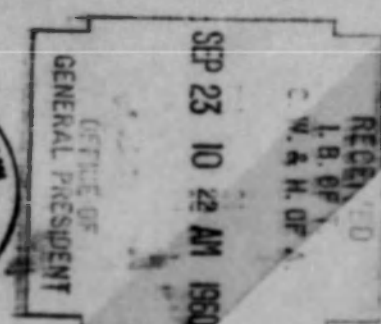
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B. R. C. of A.
Sydney, Nova Scotia



Mr. James Hoffa;
President International Teamsters;
Teamsters Building;
Washington D.C.



ADMINISTRATIVE FILE
Affiliate Request to
AFL-CIO - Refers to
X Johnson, Robert L.

September 27, 1960

Mr. Robert L. Johnson
S/S John J. Boland
Marine Post Office
Detroit 22, Michigan

Dear Brother Johnson:

Thank you for your letter of September 16th. There is nothing that I can do for you at the present time since the men voted for S.I.U. They are deprived of their right to vote for any other Union for a period of one year.

The only suggestion I can make is that the men be careful not sign a contract for more than one year so that they can vote for a Union of their own choosing at that time.

I have also been informed that you have been assessed in dues despite the fact that Paul Hall stated, during the election campaign, that no dues would be necessary until your received your contract. It is unfortunate that some people are so gullible.

Fraternally yours,

James R. Hoffa
General President

JrH/yk

9/21/60

photocopy of a lettr from Robert L. Johnson,
was sent to Fitzsimmons as stated in
attached carbon copy. Original of this
lettr was set aside for Mr. Hoffa.

Earline

Please hold for original.

ADMINISTRATIVE FILE
Johnson, Robert L.
X

September 21, 1960

Mr. Frank Fitzsimmons, Vice President
Teamsters Local Union #299
2741 Trumbull Avenue
Detroit 16, Michigan

Dear Sir and Brother:

The attached communication was received
in this office and is being forwarded to you for your information.

Fraternaly yours,

Harold J. Gibbons
Executive Assistant to the
General President

Enclosure

HJG:es

S/S JOHN L. BOLAND
SEPT. 16, 1960

Dear Mr. Hoffa;

We are writing on behalf of our fellow shipmates & ourselves.

We are not satisfied with the results of the recent election and we hope, after you have read this letter you will find it possible to take steps to hold another election which we believe will be in favor of the Teamsters union.

It was ruled that the Cornell and Malietoa (Luigiter S/S Co.), were not eligible to cast a vote - also many others. All of these men were members of the SNBGL (Independent). Therefore we feel that these men have an equal right to vote. We firmly believe that these men have just as much right as we (who did vote) to cast their vote in this election to choose the union they want for representation. They paid dues & were members in good standing in the SNBGL (Independent).

②

We thought this was supposed to be a free country with freedom of speech and equal rights. — Is it? It sure doesn't seem like it.

We wish you could hear some of the talk that is going on now. We also wish you could have seen the long faces the day the election results were given. And the long faces were not only those of the ordinary seamen. (Un-licensed men)

We have a suggestion as to getting another election. (God knows we want one). We'll try anything to have another election and this time all members of the SNBC (Independent) have an equal right to vote. Absentee ballots sent to men not sailing at the time of the election. (Due to ships laid-up).

We are in favor of protesting the election. We feel that individual letters sent to each member of the SNBC (Independent) (With a stamped, self-addressed envelope enclosed) with a statement reading they wish to protest the election

③
feeling it was unfair as to reasons
previously mentioned (in this letter), Also,
contained should be a short letter explaining
why this is being done. The protest, if
the individual is willing to fight for
a fair election should be signed and
returned in the stamped, self-addressed
envelope. We feel we can get a majority
protest from the members of the SNBCL
(Independent). With a majority protest
we feel another election can be forced.
This time all members of the SNBCL
(Independent) having an equal right to
vote.

We took it upon ourselves to write
you this letter after listening to the talk
going on around us. It's the same
over & over. The Majority is against
the S.M. — We feel you should know
& offer our suggestion. Our only hope
is you — that you can do something
about this situation.

We would very much appreciate
an answer to this informal letter, at

least for our own satisfaction.

We want to thank you very much for taking the time to read this letter.

Sincerely,

Robert L. Johnson
D.M. Jones

P.S. "Success is Getting what you want; Happiness is
Wanting what you get.

Right now we ~~feel~~ neither successful
nor happy. — Please help us change
the situation. Thank You.

Robert L. Johnson
25 Louis St. Bureau
Marine Post Office,
Detroit 22, Michigan

RETURN RECEIPT REQUESTED



CERTIFIED
No 494697
MAIL

PAID ME \$4.00 (Postage)

James E. DeLoach
General President
25 Louisiana Ave, N.W.
Washington 1, D.C.

RECEIVED
H. B. OF T.
C. W. & H. OF A.
SEP 19 10 16 AM 1960
GEN. PRESIDENT

Tele **WESTERN UNION** *Tele*
SENDING BLANK

CALL LETTERS	MDV	8/9/60	CHARGE TO	Int. Bro. of Teamsters
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CONFIDENTIAL

Mr. Vincent J. Stetteducato
147 Beverly Road
Staten Island 5, New York

Re your communication dated August 4 will be at the Statler Hotel, New York City, in a meeting to be held by Eastern Conference of Teamsters. Please contact me at the Statler Hotel, Wednesday, August 10, 1960.

James R. Hoffa
General President

ADMINISTRATIVE FILE

Request to Independent Union

Newspaper & Mail Division

Stetteducato, Vincent J.

Send the above message, subject to the terms on back hereof, which are:

PLEASE TYPE OR WRITE PLAINLY WITHIN BORDER—DO NOT FOLD

1289—(11-4-59)

Mr. Vincent J. Setteducato
1,7 Beverly Road
Staten Island 5, New York
August 4, 1960

Mr. James Hoffa
International Brotherhood of Teamsters
Washington, D.C.

Dear Mr. Hoffa,

I wish to take the opportunity at this time to introduce myself. I am Vincent J. Setteducato, a member of the Executive Council of the Newspaper & Mail Deliverer's Union of New York and Vicinity.

This union is one of the oldest independent unions in the country. It was founded in October, the year of 1901 and boasts a membership of between 4800 - 5000 strong.

At our last Executive Council meeting in June, of this year, I was instrumental in proposing that a committee be appointed to seek affiliation with an international union and bring back its report to the members of the Executive Council at its next meeting which will be in September. This was passed unanimously by the Executive Board and adopted by the general membership at our general body meeting on June 26, 1960.

I know you are a very busy man but never too busy when it concerns the progressiveness and the growth of your International Union. I would like very much to meet with you personally to discuss this piece of business.

I would appreciate it very much if you will give this your utmost consideration so that we may plan this together at your earliest convenience, for I must be prepared to take a stand on who I feel is the best International Union to represent us at our September Executive Council meeting.

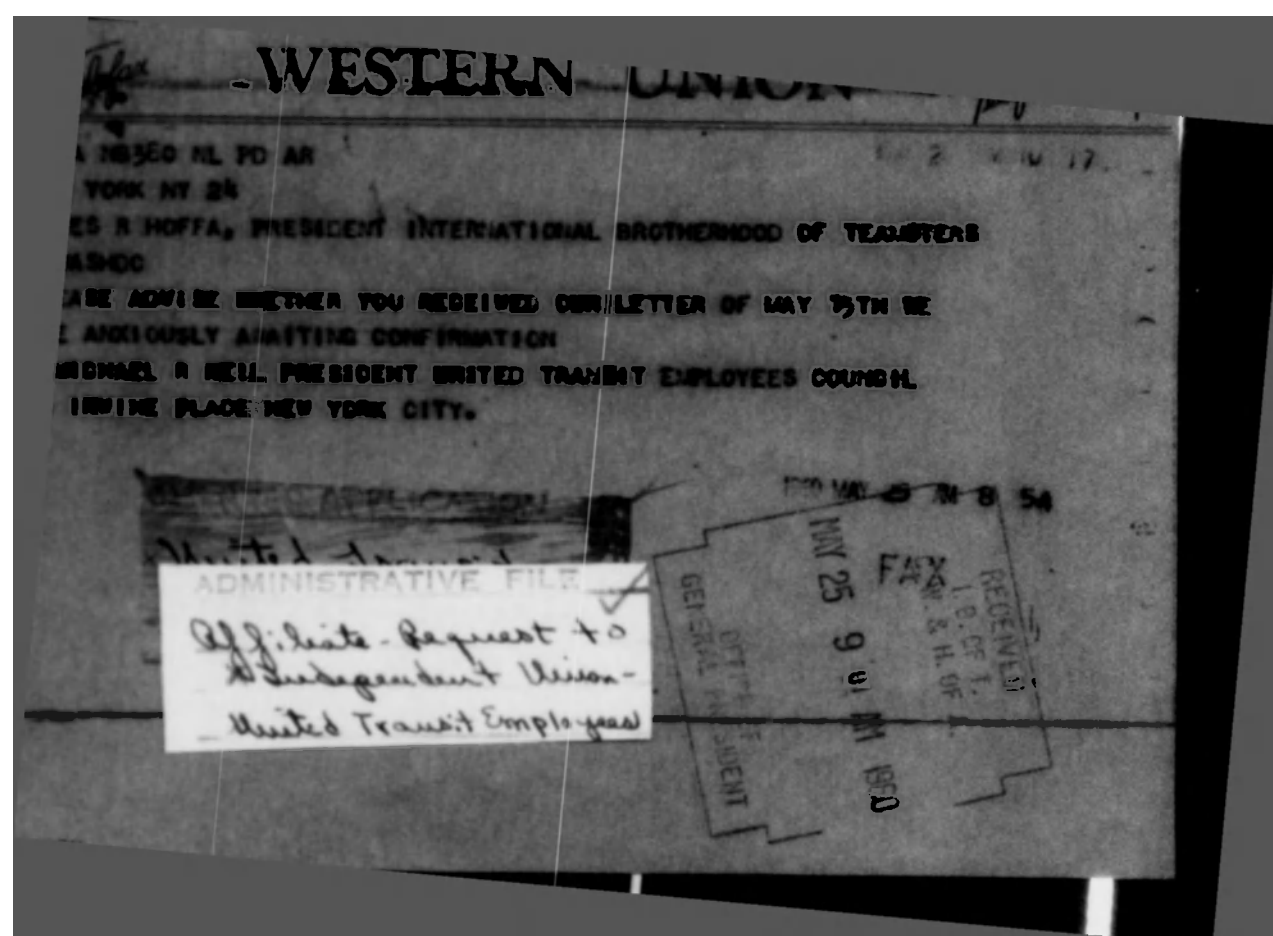
I will await your reply in the immediate future.

Sincerely yours,

Vincent J. Setteducato

Vincent J. Setteducato

VJS:at



May 24, 1960

Mr. Michael R. Neil
United Transit Employees Council
55 Irving Place
New York 5, N. Y.

Dear Mr. Neil:

We have your communication of May 15 in which you propose
as a tribute to President Hoffa a presentation of petitions
of employees of the New York City Transit for membership
in the Teamsters Union.

At such time as your application for membership has been
properly processed and approved by the New York Joint Council
and Vice President John O'Rourke, please again communicate
with this office and arrangements will be made for the present-
ation ceremony you requested.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh
cc: John O'Rourke

United Transit Employees Council (U.T.E.C.)

55 IRVING PLACE Tel. Ki 3-7579
NEW YORK 3, N. Y.

May 15, 1960

MICHAEL R. NEIL
President

RICHARD T. MEYERS
Secretary-Treasurer

GEORGE DUNCAN
Recording Secretary

Vice Presidents
CHARLES CASBY
SIDNEY WEINTRAUB
SALVATORE COCERZA

Trustees
EISENTH MOYI
VINCENT BOZZA
THOMAS HANRAHAN

Executive Board
LOUIS CHOCCH
JOHN MURPHY
VINCENT PARRONE
MICHAEL DUFFY
JAMES MULLIN
THOMAS MOON
CALVIN HARDEN

PAUL B. ZUBER
General Counsel

Mr. James R. Hoffa
President
International Brotherhood of Teamsters
Washington, D.C.

Dear Brother Hoffa,

As you might recall, our organization recently held a press conference in New York City. At that time we announced that we had distributed petitions among the hourly rated employees of the New York City Transit Authority and had obtained thousands of names of men and women who wanted to become a part of the International Brotherhood of Teamsters. He further pointed out how you had helped not hindered the working men and that the petitions were an expression of his faith and confidence in you and the Brotherhood.

We have had conversations with Brother John O'Rourke in New York and we have made our formal application but we feel that a greater tribute to you should be paid which will help to silence your foes and critics. We believe this honest expression of confidence should be presented to you personally. I am therefore requesting an appointment at your earliest convenience. At that time the petition will be presented to you. I defy anyone to state that these petitions do not represent the true manifestation of the feelings of the men of the New York City Transit Authority.

I would give a million dollars, if I had to see Senator Goldwater's face when he opened a newspaper and saw picture of this presentation being made. I hope we will meet personally in the near future.

Yours in Brotherhood,

Michael R. Neil

✓ UNITED TRANSPORT EMPLOYEES COUNCIL ✓
United Transport Employees
Council

Press Intelligence, Inc.
WASHINGTON 1, D. C.

NEW YORK (N.Y.)
WORLD-TELEGRAM
and SUN

Circ.: e. 454,224

Front Page	Side Page	Other Page

Date: APR 29 1960

**UTEC Confirms
Bid for Hoffa Aid**

Michael R. Neil, president of the United Transport Employees Council, announced last night that he and other UTEC officers will go to Washington next Wednesday to ask James R. Hoffa for a charter as a Teamster local.

Mr. Neil's announcement that UTEC will seek Hoffa's support in the fight against Michael J. Quill's Transport Workers Union confirmed an exclusive story in yesterday's World Telegram and Sun.

Press Intelligence, Inc.
WASHINGTON 1, D. C.

NEW YORK (N.Y.)
POST

Circ.: 6. 343,734
S. 264,442

Front Page 14
Page Page Page

Date: APR 29 1960

Deny City Transit Workers Seek to Join Teamsters

Organized transit workers opposed to Mike Cull say they have a date with Teamster officials to talk about joining the union, but top Teamster aides denied today they knew anything of the meeting.

The United Transit Employees, top assistants to Teamster boss James Beckett, announced yesterday that they were unaware of any date to meet with the UTEC delegation.

UTEC president Michael Neill and attorney Neil Zuber said they had an appointment Wednesday with unnamed Teamster officials to discuss the charter.

Locally, John J. O'Rourke, president of the Teamsters Joint Council, said he knew nothing of the move by the council of subway employees to obtain affiliation with the IRT.

In Washington, Harold Gibson and Joseph Konover, both

INTERNATIONAL AGREEMENT FILE ✓
Conference on Transportation
E Unity
X United Transit Employees Council

July 17, 1958

C
O
P
Y

Mr. Frank A. Zelano, President
United Transit Employees Council
160 Third Ave.
New York 3, New York

Dear Sir and Brother:

I have your communication of July 16th and should be very happy to place it before the officers of the Conference on Transportation Unity.

It was nice meeting you and your delegation on their recent visit to Washington and I shall look forward to seeing you again.

Faternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yk

11-1065-20M

Office of the General President

To: Mr. James R. Hoffa

From: H. J. Gibbons

7/16/58
DATE

A Committee headed by Nick Nell, Vice President of United Transportation Employees Council, total of 4 people, came to the office today to find out:

- 1) could they get a charter (Teamster) for the New York City Transit Authority
- 2) could they attend the Transportation Conference meeting.

I told them as far as charters were concerned, they would have to clear first with the New York Joint Council and if they would write requesting invitation to the Conference on Transportation Unity, I would submit it to the arrangements Committee.

ans - No (initials)

U
T
E
C

UNITED TRANSIT EMPLOYEES COUNCIL

160 THIRD AVE., NEW YORK 3, N. Y. • GR. 5-5520 - GR. 5-6723

FRANK A. ZELANO
President

MICHAEL R. NEIL
Vice-President

NICHOLAS BUCCARELLA
Financial Secretary

GEORGE L. DUNCAN
Recording Secretary

JULIO R. OOMEZ
Director of Organization

July 16, 1958

Mr. Harold Gibbons
Executive to the President
Int. Brotherhood of Teamsters
Washington, D.C.

Dear Sir;

On your advice, when we visited with you on Tuesday, July 15, 1958, this letter is written to you for the purpose of seeking an audience with your committee so that the question of UTEC becoming a part or unit of the newly formed Transportation Conference

If an audience is not possible, we ask that you present our case to the Executive Board of the Conference.

To enlighten you on the philosophy of the United Transit Employees Council, its aims and ideals. It is designed to serve the Transit Worker earnestly and constantly, to raise wages and improve working conditions. It is composed of ten units within the New York City Transit Authority. This blankets the entire Transit System of the city. It does not at present cover the privately owned Bus Lines, although quite a number of employees have petitioned UTEC for a possible affiliation. We have concentrated our efforts on the city owned lines at present.

For some time, we have had conferences with Jack Mahoney in reference to meeting with you. We have had that conference and sincerely hope that it was not the last one.

Would appreciate an early reply and equally would welcome the chance to present our case before the Transportation Conference Committee.

fes/ged

Fraternally yours,
Frank A. Zelano
Frank A. Zelano, President

ADMINISTRATIVE FILE ✓

*Affiliate Request to
X Independent Union
Industrial Workers
Federation of Labor
X Doria Anthony
X Schulz, Earl*

April 20, 1960

Mr. Anthony Doria
Industrial Workers Federation of Labor
16665 Moorpark Street
Encino, California

Dear Brother Doria:

Your communication addressed to James R. Hoffa has been brought to his attention and he has asked me to write you informing you the International Union is in no position at this time to grant a charter to the group you wrote about.

I am asking our representative, Dick Kavner, to again be in touch with you and try and work out some mutually satisfactory alternate arrangements.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/jjs
cc: Dick Kavner

Industrial Workers Federation of Labor

LOCAL 886

16665 MOORPARK STREET

— ENCINO, CALIFORNIA —

I.W.F.L. —

TRIangle 3-3370

April 14, 1969

(24)
Mr. James R. Hoffa
General President
International Brotherhood of
Teamsters, Chauffeurs, Warehousemen
and Helpers of America.
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Jimmy:

Yesterday I had a meeting with Dick Kavner, one of your representatives, over the issue of resolving the problem involving the Earl Schieb employees in the Southern California area.

At the present time this Union, which I represent, and which is officially headed by organizers who were with me in my former Union, holds contracts with the Earl Schieb company covering employees in the Southern California area, and 16 plants of the Earl Schieb company are under contract with this Union.

By virtue of an agreement made between the Earl Schieb company and the Teamsters Union, after the signing of the contracts with this Union, a conflict exists as to where employees from the new plant units opened by Earl Schieb will go -- into the Teamster's Union, or this Union.

In discussing these matters with Kavner in trying to reach a solution we happened to mention the possibility of resolving the entire issue by affiliating the membership of this Union with the Teamsters, under a Teamster charter, and then relinquishing everything outside of Los Angeles county involving Earl Schieb employees to the Teamster locals having jurisdiction in the area where the particular Earl Schieb plant is located.

If such an affiliation with the Teamsters is possible, at this time, under a Teamster charter, this Union is prepared to affiliate immediately, and pay its full per capita tax to the Teamsters International, the Joint Council, and the

Western Conference of Teamsters. In order to do this, however, this Union would have to have the organizers subsidized until such time that the full operational expenses could be undertaken completely by this Union.

Now Jimmy, remember that I am fully aware of the many problems existing at this time, and if, in your opinion, any such problems will bear adversely on the issue of affiliation of this Union at this time I will fully understand it by just such a statement from you without further explanations. I am breaching the issue now since it is my opinion that this would, if possible, completely solve the problem, and at the same time place this Union in a position to really increase its organizational pace. On the attached sheet I am setting forth the present status of this Union as to membership.

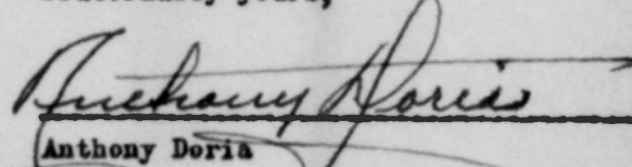
On the alternative to the affiliation issue, if that is impossible at this time, there is only one real logical answer to the problem. In order that Schick employees in the same area would not be divided into two local unions the division would have to be made that this Union would keep only those plant units in Los Angeles county, and relinquish plant units outside of Los Angeles county to the proper Teamster local having jurisdiction in the area involved.

Jimmy, the organizational possibilities here make the affiliation issue extremely appealing, but the above paragraph can also be the answer and solution if you desire it.

For obvious reasons I am not, and do not intend for the present, to assume any office with the Union. I am acting as a consultant for the Union, but being with fellows who left the former Union when I did, the relationship is excellent.

Dick Kanner is fully aware of the conditions here, and I am sure can fill in details. I will await your answer either directly or by one of your visiting representatives.

Faternally yours,


Anthony Doria

<u>COMPANY</u>	<u>PRODUCTS</u>	<u>NUMBER OF EMPLOYEES</u>
<u>Plants Under Contract and Paying Dues.</u>		
Lindy Pen Company.....	Ball point pens.....	80
Eutaw Corporation.....	Auto Accessories.....	30
H. Grabbell & Sons.....	Lamp Shades.....	70
Coronet Mfg. Co.....	Lamps.....	70
Larry's Sandwiches.....	Frozen Foods Etc.....	80
Bulalo Food Products, Inc.....	Mexican Food Products.....	30
Terry-Tach Inc.....	Pillows & Sport Robes.....	30
Polyform Prod., Inc.....	Rubber Foam Pillows.....	20
Karl Schieb Paint (16 plants).....	Auto Painting, and ^{Paint} Patent Mfg.....	112
TOTAL.....		522
<u>Recognition Was - - Negotiating Contracts.</u>		
California Lingerie.....	Mfg. Lingerie.....	200
California Molding & Mfg.....	Picture Frames, Etc.....	40
S & S Steel Company.....	House Trailers.....	55
U. S. Chair Craft.....	Patio Furniture.....	50
TOTAL.....		345
<u>Organizational Drives in the Following Plants.</u>		
Kaynar Mfg. Co.....	Air Craft Parts.....	500
Columbia Trailer.....	House Trailers.....	75
Package Corp. of America.....	Packaging Plant.....	130
Cartline.....	Kitchen Cabinets.....	200

ADMINISTRATIVE FILE

Request to -
National Thoroughbred Guild
Hull
X Zakoor, William

March 22, 1960

Mr. Owen B. Brennan, Vice President
International Brotherhood of Teamsters
2741 Trumbull Ave.
Detroit 16, Michigan

Dear Sir and Brother:

I have your letter of March 10th discussing the matter
of a charter for the National Thoroughbred Guild.

I agree with you that such a charter should not be
issued and you should so advise Zakoor.

Fraternaly yours,

James R. Hoffa
General President

JRH/yk



LOCAL UNION No. 337
OF THE

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA

2741 TRUMBULL AVE., DETROIT 16, MICH.
W0odward 2-8018

BERT BRENNAN
President

ROBT. HOLMES
Sec. Treas.

March 10, 1960

Mr. James R. Hoffa
General President
Teamsters International Union
25 Louisiana Ave. N. W.
Washington 1, D. C.

Dear Sir and Brothers:

On the 9th of March I received a phone call from
a William Zakoor, representing the National Thoroughbred Guild.
He was referred to me by Bill Bridge.

He has at the present time in his guild, about 500
members. He would like to get a Charter transferring his guild
members into a Teamsters Charter and it would have to be a
roving charter covering owners and trainers only.

This is a weak organization at the present time.
There is another organization that is a strong organization
which of course does everything they can to discourage mem-
bership in the Guild.

In thinking about the issuance of a Charter to this
group, I don't believe that it would do nothing for us but
rather would just be another headline and because of the weak
aspects of the organization it might become a liability and
I would recommend that we would not issue a Charter but be-
for making that kind of a decision I am referring the matter
to you for further instructions.

Fraternally yours,
Owen B. Brennan
Owen B. Brennan, Seventh Vice-Pres.
Teamsters International Union

OBB/jr
cc

★ DEMAND DELIVERIES BY UNION DRIVERS ★